



MARYLAND CORRECTIONAL ENTERPRISES



Annual Report 2022

www.mce.md.gov



Annual Report

FY2022



October 15, 2022

Lawrence J. Hogan
Governor

Boyd K. Rutherford
Lt. Governor

Robert L. Green, Secretary
Department of Public Safety and Correctional Services

Wayne Hill
Deputy Secretary of Operations

Annie Harvey
Commissioner

Stephen Sanders
Chief Executive Officer

INTRODUCTION

Pursuant to § 3-509 of the Correctional Services Article of the Annotated Code of Maryland, the Department of Public Safety and Correctional Services and Maryland Correctional Enterprises (MCE) is required to submit a report on the finances and operations of MCE. The bill language specifically states:

- (a) Annually, the Division shall submit a complete financial and operational report of Maryland Correctional Enterprises and the Maryland Correctional Enterprises revolving fund to:
 - (1) the Governor;
 - (2) the Secretary; and
 - (3) the Secretary of Budget and Management.
- (b) The report required under subsection (a) of this section shall:
 - (1) be in the same general form as a report by the Division on its operations and programs;
 - (2) include information about present and projected personnel and compensation requirements of Maryland Correctional Enterprises;
 - (3) list the job classifications for inmate labor in each department and facility under the authority of Maryland Correctional Enterprises;
 - (4) list the daily wage scale at each prison for each job classification under the authority of Maryland Correctional Enterprises; and
 - (5) list the total number of inmates currently employed at facilities under the authority of Maryland Correctional Enterprises, disaggregated by facility.
 - (6) list the race, age, and sex of inmates currently employed at facilities under the authority of Maryland Correctional Enterprises, disaggregated by job classification and wage scale
- (c) The Governor, the Secretary, and the Secretary of Budget and Management may include data from the report submitted under this section in the preparation of the budget and capital improvement bill.

OVERVIEW

Maryland Correctional Enterprises (MCE) is the self-funded, vocational training arm of the Division of Correction within the Department of Public Safety and Correctional Services. The Mission of MCE is to provide structured training activities for participants in order to improve employability upon release, to enhance safety and security by reducing prison idleness, to produce quality goods and services, while remaining a financially self-supporting State agency.

Legislation governing MCE is contained in the Annotated Code of Maryland, Correctional Services Article, Sections 3-501 through 3-528. MCE is a preferred-provider entity with an allowable market primarily restricted to government and non-profit organizations.

Throughout the year, MCE operated 26 business units located in 10 State correctional facilities throughout Maryland. MCE provides programming and training to incarcerated individuals whose security classifications include maximum, medium, minimum, pre-release, and work-release. MCE offers a wide array of products and services including furniture restoration, printing/signage, textiles, meat products, laundry services, license plates, and graphics. It is through the production of these services and goods that the incarcerated individuals develop soft and hard job skills that prepare them for successful re-entry.



**MCE
METAL SHOP
#1**



A MESSAGE FROM THE CEO

Here at Maryland Correctional Enterprises (MCE) we strive to make the community a safer place. We accomplish this goal because MCE is in the business of transforming the lives of our participants. Our business processes provide structured programming for participants which provide hard and soft skills that are applicable to a wide variety of job industries. The development of these skills increase the employability of the participants in the future and is one of the major ways we measure our success.

We are able to accomplish this goal while remaining a self-sustaining state agency. This has allowed us to make headway in our endeavor against the backdrop of the Covid-19 pandemic. Of course, like the rest of society, unforeseen hardships have manifested since the advent of the pandemic. We have not let it slow us down. Instead, we have been able to continue on our mission and concentrate our efforts on reshaping the reentry landscape in Maryland.

We have not only expanded upon our curriculum for the Continuing Allocation of Reentry Services (CARES) program, but we had our first female participants graduate! The CARES program allows for some of our participants who are close to release to take advantage of additional workforce development and cognitive behavioral training. We look forward to continuing to grow this program.


Our participation in the Prison Industry Enhancement Certificate Program, or the PIE program, is another shining example of how MCE is utilizing its profitability to end the cycle of incarceration. The PIE program allows for private companies to directly hire our participants, and they are paid prevailing wages for that industry. We have now introduced a second partnership under the PIE program. We will continue to search for future partners as we continue our expansion.

On the horizon we have mentorship and apprenticeship programs in development. This will not only add to a participant's employability through certifications and experiences, but it provides them a purpose and the opportunity to strengthen team building skills.

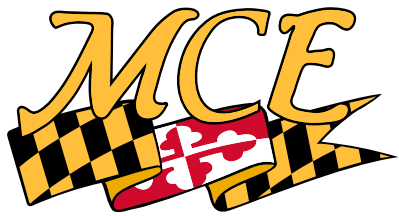
MCE continues to explore evidence-based practices and we remain fluid in our quest of ending the cycle of incarceration, which subsequently creates a safer society for all. We remain an active member of the National Correctional Industries Association (NCIA) and American Correctional Association (ACA). MCE is proud to be an ACA Accredited Correctional Industry, an honor we have held since 2009.

MCE's accomplishments would not be possible without the support of the Department of Public Safety & Correctional Services (DPSCS) Secretary Robert L. Green, Deputy Secretary of Operations Wayne Hill, Commissioner Annie Harvey and their respective staffs, MCE Management Council, MCE Customer Council, DOC Wardens, our many community partners and the patronage and support of our customers.

Sincerely,



Stephen Sanders
Chief Executive Officer



When you buy from MCE, you are not just buying a product, you are changing a life.

What is MCE doing to end the cycle of incarceration?

The Department of Public Safety and Correctional Services (DPSCS) does not determine who enters its custody; however, the employees are dedicated to finding innovative ways to help end the cycle of incarceration and reduce recidivism in the state of Maryland. As the **100% self-supporting** vocational arm of the Department, it is Maryland Correctional Enterprises' (MCE) goal and mission to **provide participants with the needed opportunities to help them succeed upon release** while contributing over \$1.7 million in participant compensation.

One of the top barriers men and women will face post-release is finding stable employment. MCE prepares men and women for their return home by providing them with hard and soft skill training to enhance their chance of finding post-release employment. Often times, men and women enroll in MCE programming with no previous skills or knowledge. From day one, **MCE programming focuses on enhancing the cognitive skills of participants and affords them the opportunity to learn a trade.** More importantly, participants in the program learn the value of teamwork, conflict resolution, time management, adaptability, organization, and many other life skills to help them thrive in both their personal and professional lives. MCE promotes learning for life principles by requiring a high school diploma or GED to participate in programming. As participants near release, they are also eligible to participate in the Continuing Allocation of Reentry Services (CARES) Program which provides additional classroom instruction on workforce development, cognitive behavior, parenting, and financial literacy.

MCE and DPSCS are **dedicated to reducing the occurrence of recidivism.** The majority of individuals who participate in MCE programming are eligible for diminution credits, **which can reduce sentences by four months per year for each year of successful programming.**

What are the Benefits of MCE?

Participation in the MCE training program is voluntary - in fact, men and women have to apply in order to join the MCE program. MCE provides the highest compensation rates within the Division of Correction - men and women in the program receive nontaxable allowances averaging about \$180 per month. Unless court mandated, participants receive no additional deductions and are able to use their allowance for commissary or to send funds to their families. Additionally, participants are eligible to receive **four months** off of their sentence for each year of MCE programming.

MCE is a 100% **self-funded** program within DPSCS. Any sustainable income is used to improve the program, such as providing more modern equipment and computers. MCE accounts for a small percentage of Maryland's manufacturing industry and sales are statutorily restricted to government entities and non-profit groups. MCE is a self-supporting State agency committed to improving interpersonal skills and employability upon release, enhancing safety and security by reducing prison idleness, and producing quality goods and services while remaining a financially self-supporting State agency.

Vocational training programs have been shown over and over again to improve reentry success. MCE partners with organizations that help MCE provide meaningful training and enhance the chances of finding gainful employment.

Why is MCE Essential?

MCE is responsible for producing a variety of products and services across the State, the most important goal is equipping and preparing incarcerated individuals with invaluable skills to add to their success as returning citizens. Studies across the nation continue to show that involvement in correctional industries programming has a positive impact on recidivism rates. By offering vocational training services to incarcerated individuals, MCE is able to improve work habits, attitudes, and skills for the purpose of improving success upon release from a correctional institution. **With 20% of civilian staff at the headquarters office starting their journey with MCE during their incarceration,** MCE lives the mission that it promotes every day.

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Mission Statement:

Maryland Correctional Enterprises provides structured programming for participants by improving interpersonal skills and employability upon release, enhancing safety and security by reducing prison idleness, and producing quality goods and services while remaining a financially self-supporting State agency.

Vision Statement:

Transforming lives through mentoring, providing marketable skills, and instilling positive work ethics to contribute to a safer community.

MANAGEMENT

Chief Executive Officer	Stephen Sanders
Executive Assistant to the CEO	Adam Cummings
Chief Operating Officer	Ashley Lohr (Acting)
Chief Administrative Officer	Mark Rowley
Director of Marketing	Nicole Copeland
Director of Sales	Todd Deak
Sales Manager	Colden McAllister
Chief Financial Officer	Verona Williams
Operations Manager	Derek Hadley
Customer Service Manager	Shari Hoffman
Design Manager	Terry Hill
IT Manager	Engrican Budoy
Reentry Services and CARES Program Manager	Janet Lane

REGIONAL MANAGERS

REGION	
Western	Ron Brown
Jessup/ECI Furniture Restoration	Mat Hall
Textiles/ECI Liason	Tom Seltzer
Graphics	Stephen Compton (Acting)
Central Warehouse	Matthew Robinson (Acting)
Hagerstown Warehouse	Ricky Rowe

SALES & TRAINING PARTICIPATION

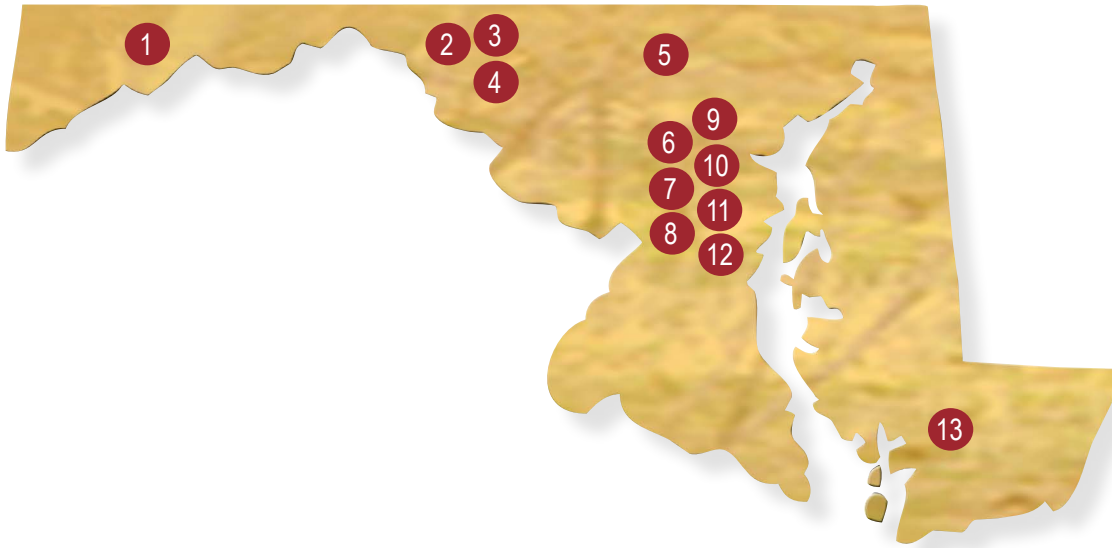
AS OF JUNE 30, 2022

BUSINESS UNITS FY 2022	SALES	TRAINING PARTICIPATION
Jessup Correctional Institution		
Wood – office, lounge and dormitory furniture, tables, library shelving	2,132,028	92
Tag – metal motor vehicle license tags and picnic furniture	5,271,433	61
Sew – inmate uniform items and DPSCS officer uniform items	2,327,603	80
Maryland Correctional Institution – Jessup		
Graphics I – complete line of forms, reports, custom printing, magazines and related special products, four color printing	919,818	61
Graphics II – envelopes, business cards, letterhead, etc.	1,815,095	31
Quick Copy Service – digital b/w and color, high speed digital printing, binding, finishing, packaging, shipping, collating, stapling	211,799	14
Maryland Correctional Institution for Women		
Sew/Flag – shirts, gowns, bathrobes, flags, aprons, embroidery, sweatshirts	164,883	50
Mailing and Distribution – bulk mailing, distribution service, data entry	2,202,278	29
Design and Planning – office design using CADD system	0	14
Work Release Program - Fiscal, design, and customer services training	0	2
Maryland Correctional Institution – Hagerstown		
Metal ¹ – shelving, beds, tables, wastebaskets, chairs, benches, lockers, storage, Flexstation office furniture	5,033,934	50
Laundry – industrial cleaning of laundry for institutional and non-profit entities	197,152	21
Upholstery – task seating, side chairs, lounge furniture, multi-purpose seating	5,957,013	48
Meat – ground beef, chopped steaks, meat loaf, roasts, chops, ribs, hotdogs, lunch meats, sausage	11,324,545	50
Hagerstown Warehouse – backhaul operations and shipment of products produced in Hagerstown	98,989	22
Roxbury Correctional Institution		
RCI Graphics – file folders, interoffice envelopes, report covers, vinyl binders, production of MVA vehicle registrations and special orders	2,415,694	71
Recycling and Agriculture – recycling of aluminum and steel cans, cardboard, paper, pallets, and plastic	0	0
Maryland Correctional Training Center		
Partition – work stations, office panels, sight screens, System XXI, PowerWorks	1,744,727	20
Brush & Carton – utility brushes, corrugated cartons, and furniture assembly Cleaning Products – all-purpose and germicidal cleaners	1,139,617	19
Western Correctional Institution		
WCI Furniture – laminated component parts and various furniture items (Volition, Aristotle & Darwin office furniture)	2,352,448	42
Eastern Correctional Institution		
Furniture Restoration – refinishing/restoration of wood, metal, and upholstered furniture	416,321	54
Textiles – towels, washcloths, hats, uniform clothing/shirts, embroidery, sewn, and RF Seal mattresses	3,375,597	60
Laundry Operations – industrial cleaning of laundry for institutional and non-profit entities	120,566	8
Patuxent Institution		
Sign & Engraving– street signs, custom made signs to order, vehicle wraps, plaques, picture frames and laser engraving	523,435	32
Central Maryland Correctional Facility		
Laundry Operations ² – industrial cleaning of laundry for institutional and non-profit entities	375,711	115
Jessup Area		
Central Warehouse – shipment of all products produced at Baltimore metropolitan area prisons, moving, labor, and courier service	126,882	20
Total	50,247,568 (Unaudited)	1,066

¹ Includes twelve Prison Industry Enhancement Certification Program (PIECP) workers

² Includes laundry collection workers from Jessup Correctional Institution

TRAINING CENTER LOCATIONS



1 Western Correctional Institution

2 Maryland Correctional Institution Hagerstown

3 Roxbury Correctional Institution

4 Maryland Correctional Training Center

5 Central Maryland Correctional Facility

6 Jessup Correctional Institution

7 Maryland Correctional Institution - Jessup

8 Maryland Correctional Institution - Women

9 Brockbridge Road Warehouse & Showroom

10 Patuxent Institution

11 MCE Headquarters/ Central Warehouse

12 Dorsey Run Correctional Facility

13 Eastern Correctional Institution

PARTICIPANT WAGES

MCE Daily Training Compensation

All MCE participants are compensated for voluntary participation in programming. In addition to daily training stipends, participants are eligible to receive additional diminution credits which **can reduce sentences by up to four months for each year of participation.**

With the exception of work release and PIECP participants who earn hourly stipends above Maryland's minimum wage rate, **no deductions, room and board, or taxes are withdrawn from training compensation.** MCE's average monthly compensation exceeds \$180 as training bonuses are added to the daily base stipend at the end of each month.

In FY22, MCE contributed \$1.7 million to participant compensation.

Classification	5 Day Daily Base Stipend	4 Day Daily Base Stipend
Institutional Training Centers		
Team Member	\$2.88 - \$6.40	\$3.60 - \$7.40
Team Leader	\$3.12 - \$5.36	\$3.90 - \$7.40
Warehouse Locations		
Warehouse Delivery	\$8.40 - \$120.00*	N/A
Warehouse Team Leader	\$9.28 - \$120.00*	N/A
Institutional Assignment (Participants)		
Laundry Collection	\$1.31	N/A
Special Programs		
Work Release	\$120.00	N/A
Prison Industry Enhancement Certification Program (PIECP)	N/A	\$151.50 - \$159.50

*Includes participants on work release status.

MCE Standard Job Classification/ Scale	Percentage of MCE Participants in Each Classification	Age							Race					Gender			
		19-25	26-30	31-35	36-40	41-50	51-60	60+	Asian or Pacific Islander	Black	Hispanic or Latino	Native American or Alaskan Native	Other	White	Male	Female	Other
Team Member	76.0%	1.5%	7.3%	11.6%	13.5%	23.0%	26.8%	16.3%	0.4%	51.3%	1.7%	0.6%	1.8%	20.3%	69.7%	6.3%	<0.1%
Team Leader	16.2%	0.0%	2.1%	9.3%	8.3%	27.5%	28.0%	24.9%	0.0%	58.0%	1.6%	0.5%	3.6%	36.3%	90.7%	9.3%	0.0%
Warehouse Delivery*	6.5%	1.3%	18.2%	15.6%	10.4%	27.3%	19.5%	7.8%	0.0%	83.1%	0.0%	0.0%	2.6%	14.3%	100.0%	0.0%	0.0%
Warehouse Team Leader*	1.2%	0.0%	7.1%	35.7%	14.3%	28.6%	14.3%	0.0%	0.0%	64.3%	0.0%	0.0%	7.1%	28.6%	100.0%	0.0%	0.0%
Work Release**	0.2%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	100.0%	0.0%

*MCE Warehouse participants are only housed at MCTC and DRCF.

**MCE's Work Release Program was reduced due to COVID. As of July 1, 2022 this program has expanded to additional populations.

COUNCIL ROSTERS



MANAGEMENT COUNCIL

Management Council Members

Ashley Lohr
Executive Director

Adam Cummings
Staff Assistant

Name

Vacant

Delegate Mark Chang

Ms Annie Harvey

Mr. Stephen Sanders

Judge Lisa Broten

Ms. Anne Klase

Mr. Fred Mason

Ms. Juliana Palmer

Ms. Danielle Cox

Mr. Jack Weber

Vacant

Mr. Melvin Forbes

Mr. Tom Hickey

Vacant

Mr. Joe Cox

Affiliation

Senate of Maryland

Maryland House of Delegates

Commissioner of Correction

Chief Executive Officer, Maryland Correctional Enterprises

Associate Judge, District Court of Md., District 10, Howard Co.

Maryland Comptroller

Maryland State Department of Education

Governor's Office of Crime Control and Prevention

Department of Labor, Licensing, and Regulation

President, Uptown Press, Inc.

Executive Director, Vehicles for Change

President, Wilkerson Sports Enterprise

University System of Maryland

Organized Labor-Private Sector

Organized Labor -Public Sector

CUSTOMER COUNCIL

Customer Council Members

Stephen Sanders
MCE CEO and Council Chair

Adam Cummings
Staff Assistant

Name

Ms. Katherine Thompson

Ms. Brenda Lee

Mr. Mark Riesett

Mr. Curtis Murray

Vacant

Mr. Daniel Schuster

Ms. Catherine Baugh

Mr. Calvin Johnson

Mr. Todd Deak

Ms. Nicole Copeland

Affiliation

Department of Budget and Management

Department of Commerce

Department of General Services

Department of Human Services

Maryland Department of Transportation

Maryland Higher Education Commission

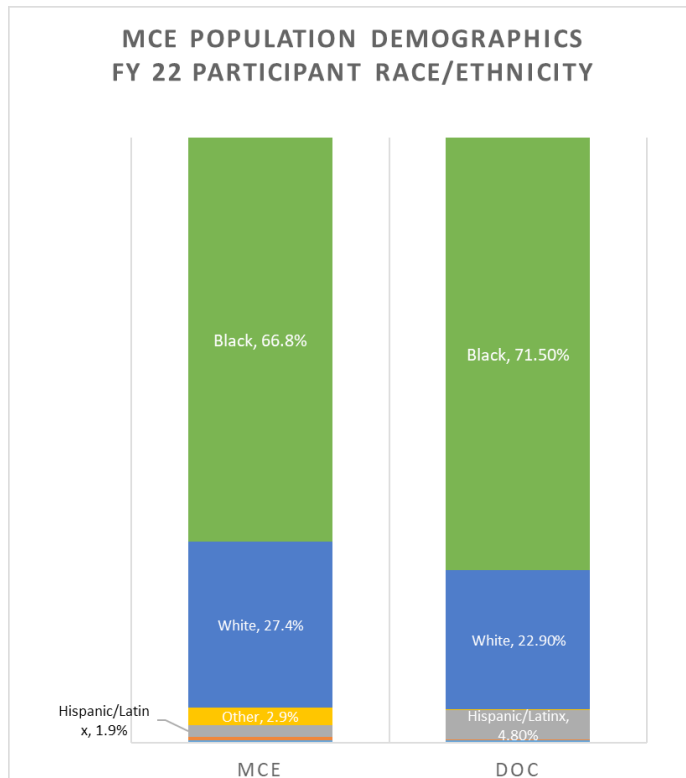
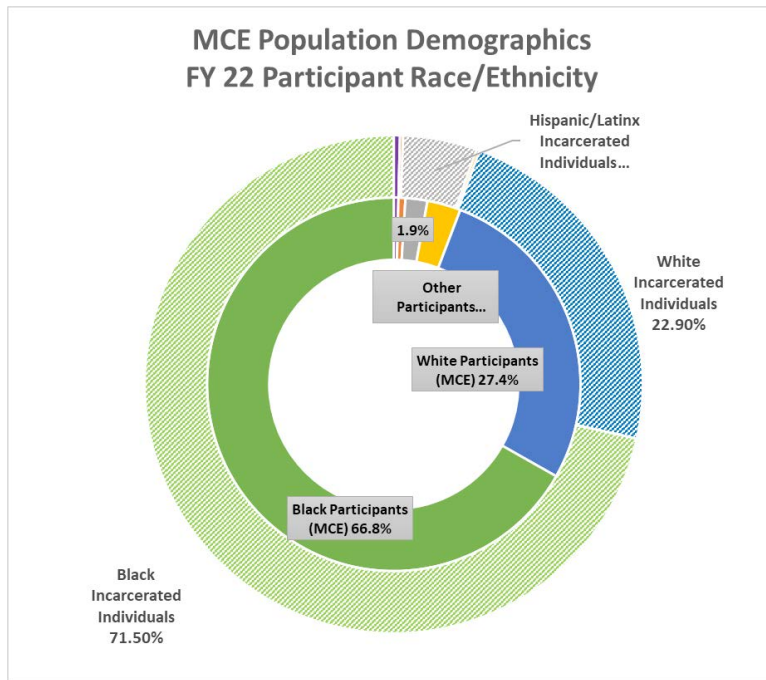
Montgomery College

Department of Health

MCE Resource to the Council

MCE Resource to the Council

POPULATION DEMOGRAPHICS

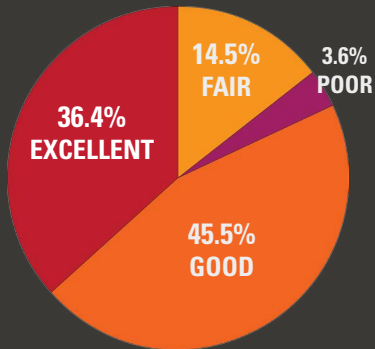


The breakdown of participants by gender includes 91.9% Males, 8% females, and 1% other. Although women represent 3% of the entire DOC population, they represent 8% of the training participants within MCE. The racial breakdown includes Asian/Pacific Islander - .4%; Black - 66.8%; Hispanic/Latino - 1.9%; Native American/Alaskan Native - .6%; Other- 2.9%; and White - 27.4%.

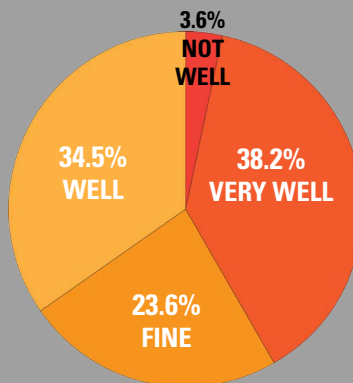
CUSTOMER SATISFACTION

YOUR FEEDBACK CHANGES LIVES!

The results of the Customer Satisfaction Survey offers Maryland Correctional Enterprises (MCE) the opportunity to improve performance in areas that are important to customers. The following graphs represent findings from the Fiscal Year 2022 Customer Satisfaction Survey. Data was collected from 55 participants and the survey closed on June 30, 2022.



Quality of MCE Products & Services



MCE's Products Met Customers' Needs



Customer Satisfaction with MCE Products

CUSTOMER SATISFACTION

On average, 38% of the survey participants reported their level of satisfaction with the quality of MCE products and services as excellent and MCE met their needs very well.

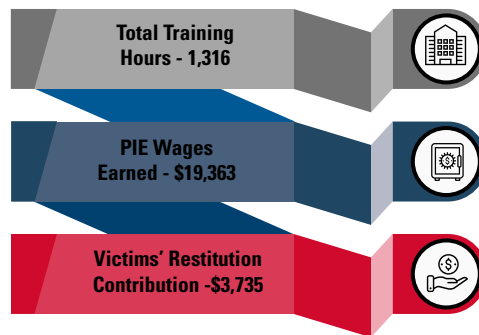
THANK YOU FOR YOUR FEEDBACK!

When you buy from MCE you are not just buying a product - you are changing a life!

PRISON INDUSTRY ENHANCEMENT

Prison Industry Enhancement allows Maryland Correctional Enterprises to enter into partnerships and be a sub-contractor to private industry by producing goods and/or services that provide valuable technical skills to program participants. Individuals participating in the PIE program must be paid the industry prevailing wage and no less than the federal minimum wage. Deductions are allowed from the inmates' wages for taxes, room and board, family support, and contributions to a victims' compensation program, (the DPSCS Criminal Injuries Compensation Board). Benefits to the private sector include a stable and motivated workforce, reduced overhead, production availability, an alternative to "off-shore" operations, and a label affixed to the product which can state "Made in the USA"

MCE is currently involved in two PIECP partnerships at the Maryland Correctional Institution - Hagerstown. Program skills obtained through this program include electrical fabrication, welding and painting. Participants earn a minimum of \$15 per hour for PIE programming.



Conventions

MCE was able to attend the following conventions during FY22:

MCE's convention participation was greatly reduced as a result of cancellations due to the COVID-19 Pandemic.

Association of School Business (ASBO) – May 22nd-24th, 2022

Maryland Correctional Administrators Association (MCAA) June 5th - 7th, 2022

Maryland Municipal League (MML) – June 12th-15th, 2022



2022 OUTREACH EFFORTS

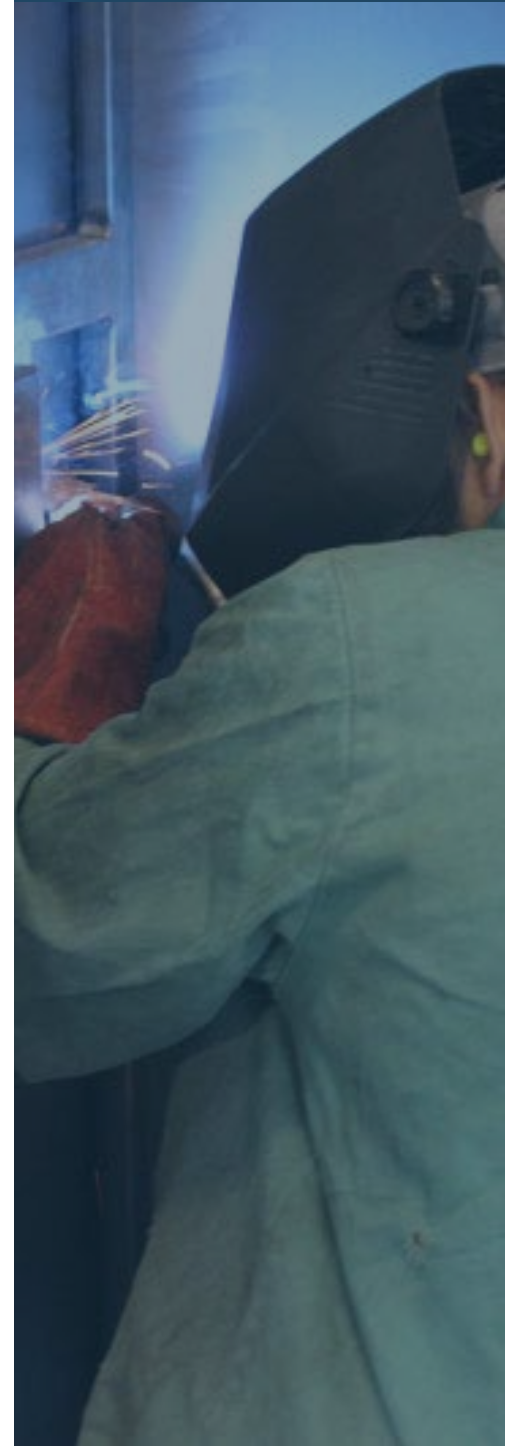
Bea Gaddy Turkeys

Maryland Correctional Enterprises (MCE) participants from the Hagerstown Meat Plant have been preparing turkeys for Baltimore's Bea Gaddy Thanksgiving Dinner for over 30 years. Despite the pandemic, MCE was able to make this commendable community event happen by cooking 200 turkeys that were distributed to those in need.

<https://www.mce.md.gov/MCE-Blog/Post/1588>

Attorney Communication Booths

Throughout FY22, MCE installed 25 communication booths in DPSCS facilities. These booths enabled incarcerated individuals to have private conversations with attorneys at a time when visitation and travel were difficult due to COVID-19 precautions.



TELLING THEIR STORIES



TESTIMONIALS

01

“The most valuable aspect of working with MCE was the ability to apply the education to the work environment.”

- Thomas Lane, Graphic Designer, MCE

02

“Thomas Lane trained for several years at Plant 140 in the Print Shop Pre-Press area. Thomas Lane not only trained in the Pre-Press area of the Print Shop Plant 140 but he was the head Typesetter in that department. When you issued work to Mr. Lane to do, he always accomplished it in the highest quality and in a timely manner. Mr. Lane would not only typeset the customers’ copy but would critique it as well. Thomas always showed up for work and did a tremendous job for this plant. It was great having Thomas at Plant 140. He is a great employee.”

-Jim Cluster, Regional Manager, MCE

ACHIEVEMENTS THOMAS IS PROUD OF:

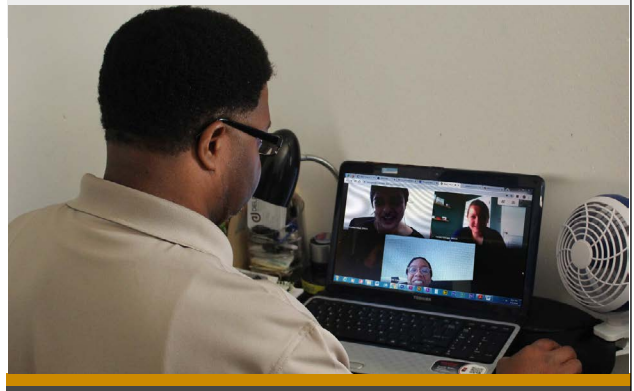
- Contributions to the Marketing Department
- Being able to share and make a difference
- Being a mentor

HIS ADVICE TO INCARCERATED INDIVIDUALS:

“Don’t stop learning. Learn relevant information. Learn how to be a better version of yourself. Learn how to pursue your passion. Learn how to not value material things.”

THOMAS’ STORY

During Thomas Lane’s incarceration, he trained in Maryland Correctional Enterprises’ plants for 3 years. The Graphic Arts certification that he received through Maryland State Department of Education (MSDE) helped him to get a job in the Graphics Plant where he worked in the Typesetting Department. Thomas continued working for MCE throughout his pre-release status and continued on working for MCE upon his release – occupying a position created for him within the Marketing Department as a Graphic Designer. The staff at MCE helped him to get on his feet, providing business professional clothing such as ties and shoes. In the 15 years that Thomas has worked for MCE, he has made valuable contributions to the Marketing Department. He hopes to be able to build upon his education and skill set and be a walking testimony to those behind the fence and inspire them to change their lives.



RESULTS



Thomas gained 3 years’ experience as a Typesetter



Thomas was able to secure a job post release at MCE headquarters

TOTAL IMPACT

- 1,000 + participants’ lives’ touched and over 1.4 million hours of training and employment throughout FY22
- 360 + C.A.R.E.S. graduates

REENTRY SERVICES

Continuing Allocation of Reentry Services (C.A.R.E.S): After a hiatus due to the COVID pandemic, MCE enthusiastically graduated 11 men from the MCI-H C.A.R.E.S. classes in August 2021. In May, 2022, MCE graduated the first class from MCI-W. Partnering with the Department of Labor, the women received Employment Readiness and Parenting instruction. MCE teachers provided Healthy Relationships and Money Management not only to the C.A.R.E.S participants, but to other women who are currently in the MCE program. To provide hundreds of hours of certifications from MCE plants and shops and now, thanks to technological advances in live format meeting platforms, MCE is planning to expand classes to more facilities.

MCE continues to provide hundreds of hours of training that has culminated into numerous certifications from within the MCE shops. This fall MCE is launching our new Mentoring and Leadership classes. The next C.A.R.E.S class will be held at MCI-J.

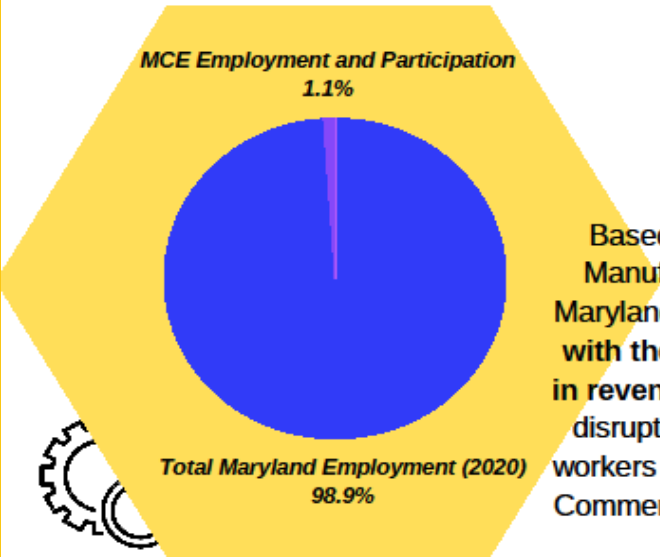
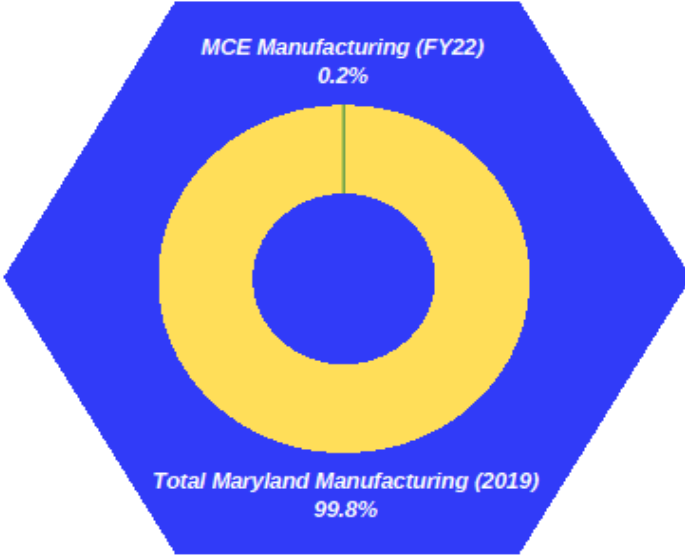
MCE also offers pre and post release resource support to current and past participants. Working closely with agency partners, the Department of Labor reentry navigators, MCE can target support to the individual. Resources can include, but are not limited to, providing specifics that address their stated needs, confirming home plans, working closely with case managers, offering phone conferences with individuals, suggesting and contacting companies for employment options. Speaking of employment, MCE is often approached by employers who want to hire MCE trained people once they are in the community, and MCE is constantly seeking beneficial liaisons with companies to expand hiring opportunities. Here are some examples of occupations where participants were hired during the past year.

- Inventory Management
- Graphic Design/ CADD
- Warehousing/logistics
- Textile Manufacturing
- Furniture/ Upholstery Production
- Printing and Graphics
- Facilities Maintenance
- Warehousing
- Insurance
- Meat Cutting/ Food Processing/grocery and produce
- State and County Government
- Customer Service
- Floor coverings
- Door & window installation
- Driver & delivery
- Electrician



MANUFACTURING IN MARYLAND

Manufacturing in Maryland



Based on information obtained from the National Association of Manufacturers (NAM), MCE operations do not negatively impact Maryland's manufacturing sector as there is no undue competition with the private sector that would cause a significant decrease in revenues or an increase in job displacement. Given the current disruption in the US labor force, we are seeing a growing need for workers in the manufacturing fields. According to the US Chamber of Commerce, approximately 40% of manufacturing positions remained unfilled.

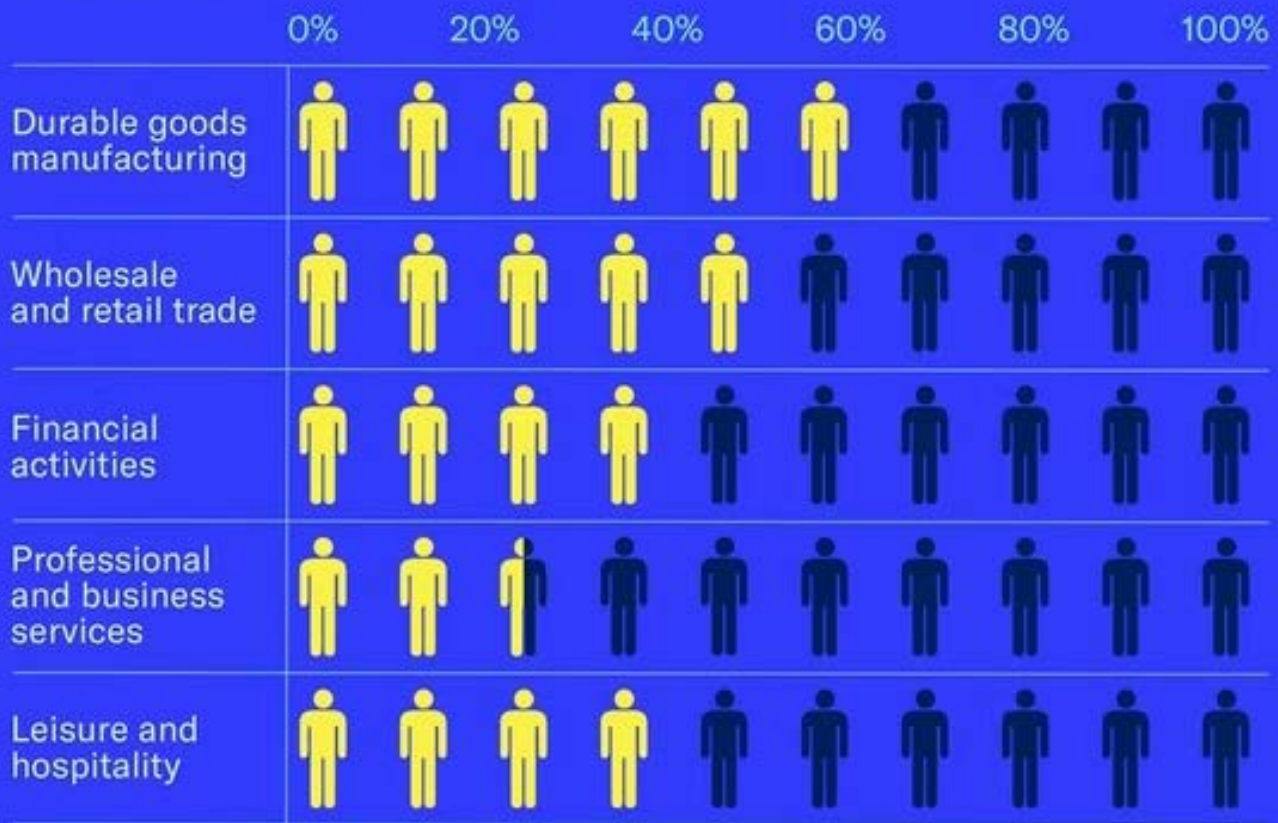


LABOR FORCE PARTICIPATION

Labor Force Shortage by Industry



■ Unfilled job openings



Labor force participation for April 2022.

March JOLTS data was used.

Source: U.S. Chamber of Commerce Analysis, BLS Data

RECRUITMENT, DEVELOPMENT & RETENTION

The Human Resources Services Division (HRSD) identified several challenges that impact the Department's ability to fill administrative positions, including but not limited to, low applicant response, minimally qualified candidates, the length of time to schedule selection interviews, and lack of applicant engagement. In 2021, the Department launched a Recruitment Strategy intake to improve collaboration, develop a recruitment strategy prior to advertising the position, including a review of past recruitments for lessons learned. Through a more collaborative process with Hiring Managers, the HR Analyst has been able to develop a customized plan to attract the ideal candidate. This targeted approach is intended to increase the number of qualified candidates, particularly for hard to fill positions.

HRSD continues to seek recruitment opportunities whether through job fairs, career information sessions, festivals, or other community engagement events. These outreach efforts are essential to developing and maintaining the Department's overall image and attracting job seekers. During the third quarter for CY 2022, the Recruitment Unit participated in 46 employment and outreach events across Maryland and neighboring states in an effort to expand its applicant pool. By leveraging social media recruitment through Indeed, the Department continues to expand its capacity to reach a broader applicant pool. Through job fairs and outreach events, the recruitment team has been able to expand its capacity to meet candidates.

During the Managing for Results Seminar, staff members established a goal to maximize participation by maintaining a safe staff to participant ratio as recommended by the National Institute of Corrections and the National Correctional Industries Association. Based on this information MCE's overall civilian to participant goal is 1:20. MCE strives to develop staff and promote from within to retain talented staff. MCE currently has 182 allocated permanent positions which will all be needed to expand programming.





Despite overwhelming obstacles faced in FY2022, MCE persevered and was able to achieve revenues in excess of the Business Plan Goal in order to sustain programming. MCE continues to investigate national best practices to ensure the agency remains a top vocational training program. MCE is proud to contribute to creating a better, safer Maryland for all.







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