



MARYLAND CORRECTIONAL ENTERPRISES

2023

ANNUAL REPORT

www.mce.md.gov



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October 15, 2023

Wes Moore
Governor

Aruna Miller
Lt. Governor

Carolyn J. Scruggs
Secretary

Annie D. Harvey
Deputy Secretary of Operations

Phil Morgan
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 incarcerated individual 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 incarcerated individuals currently employed at facilities under the authority of Maryland Correctional Enterprises, disaggregated by facility.
 - (6) list the race, age, and sex of incarcerated individuals 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 Corrections 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 reentry.

MENTORING

Provide our participants with training through workforce development.



COACHING

Provide a collaborative training environment to develop skills and work experiences.



HELLO FROM THE CEO!

As a mission based organization, Maryland Correctional Enterprises (MCE) strives to make the communities of Maryland safer. 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 provides hard and soft skills that are applicable to a wide variety of job industries. The development of these skills increases the employability of the participants in the future and is one of the major ways we measure our success.

One of MCE's greatest accomplishments in FY23 was the successful implementation of the new Enterprise Resource Planning (ERP) system, Global Shop Solutions. Prior to the advent of Global Shop Solutions as the ERP provider, MCE was running on an antiquated system that had become primitive. This has allowed for the exchange of information to flow more freely and it provides key insights into how the business is performing. The next step in this process is slated for FY24 and will tie in the ERP system with a new website that is more user-friendly for our customer base.

MCE continues to remain a self-sustaining agency while simultaneously using revenue to provide the training and skills that are core to our mission. We reached our goal of exceeding \$50 million in FY23. Much of the revenue that is generated is used to expand our programming. It is also used to expand the participation rates, which we have been able to stabilize post-pandemic.

Our participation in the Prison Industry Enhancement Certificate Program, or the PIECP program, is another shining example of how MCE is utilizing its profitability to end the cycle of incarceration. The PIECP program allows private companies to directly hire our participants, and they are paid prevailing wages for that industry. We currently have two such partnerships, and we will look to continue to expand this in FY24.

On the horizon, we have new 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 will continue 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 staunch in our efforts in the correctional industry. We have continued our membership with the National Correctional Industries Association (NCIA) and the American Correctional Association (ACA). Recently, we have received our accreditation from the ACA, which 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 Carolyn J. Scruggs, Deputy Secretary of Operations Annie Harvey, Commissioner Phil Morgan, and their respective staffs. Thank you to the MCE Management Council, MCE Customer Council, and all of the other internal and external partners who support us in our mission. We are looking forward to another successful year in FY24!

Sincerely,

A handwritten signature in black ink that reads "Stephen Sanders".

Stephen Sanders
Chief Executive Officer



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 \$2.2 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 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 Corrections - men and women in the program receive nontaxable allowances averaging about \$183 per month. Unless court mandated, participants have 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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EDUCATION

Transformative industry standard education that helps to remove employment barriers after release.



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 | Charles L. Smith |
| 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 Manager
and CARES Program Manager | Janet Lane |

REGIONAL MANAGERS

- | REGION | |
|----------------------|------------------|
| Western | Ron Brown |
| Jessup Liaison | Mat Hall |
| Textiles/ECI Liaison | Tom Seltzer |
| Graphics | Stephen Compton |
| Central Warehouse | Matthew Robinson |
| Hagerstown Warehouse | Ricky Rowe |



SALES & TRAINING PARTICIPATION

AS OF JUNE 30, 2023

BUSINESS UNITS FY 2023

	SALES	TRAINING PARTICIPATION
Jessup Correctional Institution		
Wood – office, lounge and dormitory furniture, tables, library shelving	\$1,553,809.31	102
Tag – metal motor vehicle license tags and picnic furniture	\$6,945,869.75	81
Sew – incarcerated individual uniform items and DPSCS officer uniform items	\$2,925,166.03	85
Maryland Correctional Institution – Jessup		
Graphics I – complete line of forms, reports, custom printing, magazines and related special products, four color printing	\$473,815.68	67
Graphics II – envelopes, business cards, letterhead, etc.	\$3,066,025.59	35
Quick Copy Service – digital b/w and color, high speed digital printing, binding, finishing, packaging, shipping, collating, stapling	\$2,336.00	15
Maryland Correctional Institution for Women		
Sew/Flag – shirts, gowns, bathrobes, flags, aprons, embroidery, sweatshirts	\$625,918.02	45
Mailing and Distribution – bulk mailing, distribution service, data entry	\$1,407,024.00	32
Design and Planning – office design using CADD system	\$0.00	11
Work Release Program - fiscal, design, customer service training	\$0.00	2
Maryland Correctional Institution – Hagerstown		
Metal ¹ – shelving, beds, tables, wastebaskets, chairs, benches, lockers, storage, Flexstation office furniture	\$4,188,349.78	45
Laundry – industrial cleaning of laundry for institutional and non-profit entities	\$249,208.75	17
Upholstery – task seating, side chairs, lounge furniture, multi-purpose seating	\$6,209,674.66	50
Meat – ground beef, chopped steaks, meat loaf, roasts, chops, ribs, hotdogs, lunch meats, sausage	\$11,087,691.54	54
Warehouse – back-haul operations and shipment of products produced in Hagerstown	\$3,735.00	31
Roxbury Correctional Institution		
Graphics – file folders, interoffice envelopes, report covers, vinyl binders, production of MVA vehicle registrations and special orders	\$2,858,435.93	77
Maryland Correctional Training Center		
Partition – work stations, office panels, sight screens, System XXI, PowerWorks	\$1,112,586.77	19
Brush, Carton, & Cleaning Products - utility brushes, corrugated cartons, furniture assembly, all purpose and germicidal cleaners	\$1,993,207.15	18
Western Correctional Institution		
Furniture – laminated component parts and various furniture items	\$1,428,309.00	42
Eastern Correctional Institution		
Furniture Restoration – refinishing/restoration of wood, metal, and upholstered furniture	\$574,414.95	34
Textiles – towels, washcloths, hats, uniform clothing/shirts, embroidery, sewn, and RF Seal mattresses	\$3,649,087.66	80
Laundry Operations – industrial cleaning of laundry for institutional and non-profit entities	\$102,026.02	7
Patuxent Institution		
Sign & Engraving– street signs, custom made signs to order, vehicle wraps, plaques, picture frames and laser engraving	\$689,843.23	31
Central Maryland Correctional Facility		
Laundry Operations ² – industrial cleaning of laundry for institutional and non-profit entities	\$473,815.68	114
Jessup Area		
Warehouse - back-haul operations and shipment of products produced at MCE shops and installations services	\$38,775.00	21
Total	\$51,659,125.50 (Unaudited)	1,115

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

² Includes laundry collection workers from Jessup Correctional Institution



MARYLAND CORRECTIONAL ENTERPRISES



- | | |
|---|--|
| 1 Western Correctional Institution | 8 Maryland Correctional Institution - Women |
| 2 Maryland Correctional Institution Hagerstown | 9 Brockbridge Road Warehouse & Showroom |
| 3 Roxbury Correctional Institution | 10 Patuxent Institution |
| 4 Maryland Correctional Training Center | 11 MCE Headquarters/ Central Warehouse |
| 5 Central Maryland Correctional Facility | 12 Dorsey Run Correctional Facility |
| 6 Jessup Correctional Institution | 13 Eastern Correctional Institution |
| 7 Maryland Correctional Institution - Jessup | |

MCE PRIVATE SECTOR IMPACT

MCE Private Sector Impact

MCE Employment & Participation = 1.4%
 Total MD Employment (2021) = 98.6%

MCE Manufacturing (FY23) = .2%
 Total MD Manufacturing = 99.8%

According to the US Chamber of Commerce, the Manufacturing industry has continued to struggle with finding those with experience in the respective industry. There are currently more open positions in the manufacturing industry than there are qualified individuals to fill those positions. Specifically in durable goods manufacturing, if all qualified individuals with experience were employed, there would still be a shortage with a position vacancy rate of 25%. - US Chamber of Commerce Analysis - BLS Data.

MCE has obtained the following information from the National Association of Manufacturers (NAM). The most recent information as of June 15, 2023 is provided for calendar year 2021 in regards to manufacturing output (data for 2022-2023 not available). There has been a continuous increase in Maryland Manufacturing Output since 2012. Employment data is provided from calendar year 2020.

MCE Manufacturing	Total Maryland Manufacturing	Total Manufacturing Percentage
FY 2023	Calendar Year 2021	2021
\$42,438,671.30	\$26.41 Billion	0.16%

NAM provides a revenue break down of the top ten manufacturing sectors in Maryland. MCE statistics that relate to the top ten manufacturing sectors are provided in the chart below.

Manufacturing Categories	MCE Manufacturing	State of Maryland Manufacturing	Market Share %
Selected Categories	FY23	2021	2021
Food, Beverage and Tobacco Products	\$11,087,691.54	\$3,106,500,000	0.36%
Fabricated Metal Products	\$4,188,349.78	\$915,600,000	0.46%
Printing and other related support activities	\$7,090,456.43	\$659,600,000	1.07%
Miscellaneous and Chemical Products	\$1,993,207.15	\$7,017,000,000	0.03%
Category Totals:	\$24,359,704.90	\$11,698,700,000	0.21%

Based on the above information in conjunction with our restricted sales market, it can be concluded that MCE has a minimal impact on Maryland's manufacturing sector and 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, 35% of durable goods manufacturing jobs remain unfilled. It is notable that the average annual compensation for manufacturing careers in Maryland was \$99,964 which supports the ability for MCE participants to find sustainable careers post incarceration.

COUNCIL ROSTERS

MANAGEMENT COUNCIL

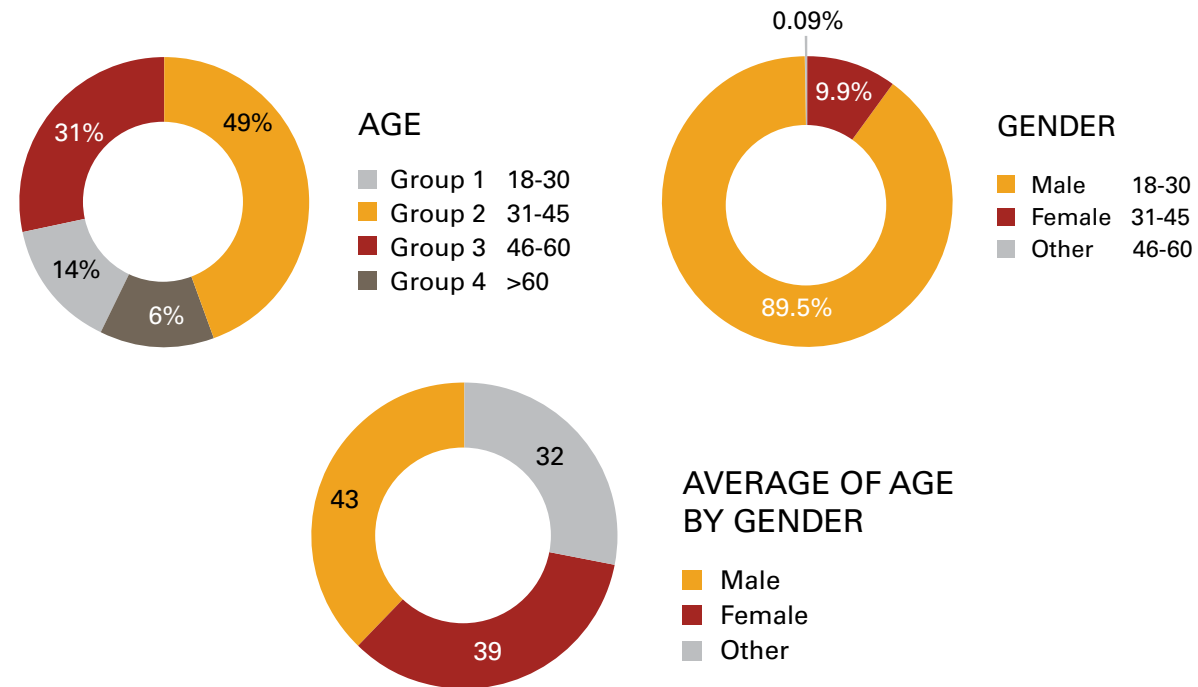
Management Council Members	Name	Affiliation
Ashley Lohr Executive Director	Melvin Forbes	Chairman, Business Community Representative
	Justin Hayes	Maryland Comptroller Representative
Adam Cummings Staff Assistant	Phil Morgan	Commissioner of Department of Public Safety
	Delegate Mark Chang	House of Delegates
	Senator Alonzo Washington	Maryland Senate
	Vacant	Department of Labor
	Krishnanda Tallur	Department of Education
	Carly Seidman	Governor's Office of Crime Prevention
	Judge Lisa Broten	Judiciary, District Court of Maryland
	Thomas Hickey	University of Maryland System
	Thomas Myers	Organized Labor (Public Sector)
	Vacant	Organized Labor (Private Sector)
Jack Weber	Business Community Representative	
Janay Harris	Non-profit Representative (Vehicles for a Change)	
Stephen Sanders	CEO, Maryland Correctional Enterprises	



CUSTOMER COUNCIL

Customer Council Members	Name	Affiliation
Stephen Sanders MCE CEO and Council Chair	Katherine Thomson	Department of Budget and Management
	Brenda Lee	Department of Commerce
Adam Cummings Staff Assistant	Cristen Ervin	Department of General Services
	Calvin Johnson	Maryland Department of Health
	Curtis Murray	Department of Human Services
	Valerie Radomsky	Department of Transportation
	Daniel Schuster	MD Higher Education Commission
	Vacant	Customer
	Vacant	Customer
	Vacant	Customer

MCE PARTICIPANT DEMOGRAPHICS



AGE

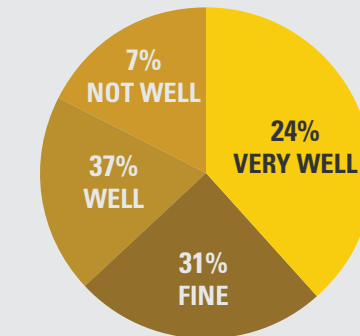
MCE Standard Job Classification / Scale	Percentage of MCE Participants in Each Classification	19-25	26-30	31-35	36-40	41-50	51-60	60+
Team Member	82.07%	2.66%	6.03%	12.37%	12.27%	23.62%	27.40%	15.95%
Team Leader	15.92%	0.00%	2.54%	10.15%	7.11%	24.37%	28.43%	27.41%
Warehouse Team Member*	1.29%	0.00%	23.08%	15.38%	15.38%	15.38%	15.38%	15.38%
Warehouse Team Leader*	> 1%	0.00%	12.50%	12.50%	0.00%	37.50%	25.00%	12.50%
Work Release **	> 1%	0.00%	25.00%	12.50%	12.50%	25.00%	25.00%	0.00%

MCE Standard Job Classification / Scale	Percentage of MCE Participants in Each Classification	RACE					GENDER			
		Asian or Pacific Islander	Black	Hispanic or Latino	Native American or Alaskan Native	Other	White	Male	Female	Other
Team Member	82.07%	> 1%	33.10%	1.08%	> 1%	> 1%	18.61%	79.43%	20.47%	> 1%
Team Leader	15.92%	1.43%	60.00%	0.00%	0.00%	1.43%	37.14%	85.35%	14.65%	0.00%
Warehouse Team Member*	1.29%	0.00%	85.71%	0.00%	0.00%	0.00%	14.29%	100.00%	0.00%	0.00%
Warehouse Team Leader*	> 1%	0.00%	62.50%	0.00%	0.00%	0.00%	37.50%	100.00%	0.00%	0.00%
Work Release **	> 1%	12.50%	37.50%	0.00%	0.00%	0.00%	50.00%	0.00%	100.00%	0.00%

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 our customers. The following graphs represent findings from the Fiscal Year 2023 Customer Satisfaction Survey. Data was collected from 55 participants and the survey closed on June 30, 2023.



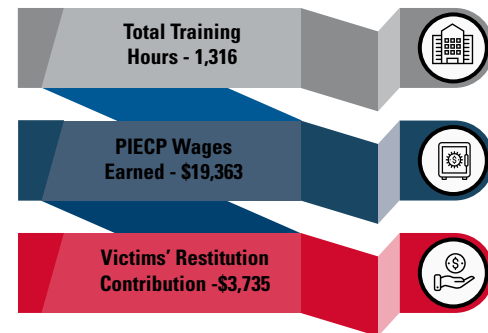
THANK YOU FOR YOUR FEEDBACK!

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

PRISON INDUSTRY ENHANCEMENT

The Prison Industry Enhancement Certification Program (PIECP) was enacted by congress in 1979 and is a federal program. PIECP places individuals who are incarcerated in realistic work environments, pay them prevailing wages, and give them a chance to develop marketable skills that will increase their potential for rehabilitation and meaningful employment on release.

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



OUTREACH EFFORTS

Conventions

Maryland Correctional Enterprises (MCE) attended the following conventions in the past year:

- Maryland Association of Counties (MACo) - Winter
- Maryland Municipal League (MML)
- Maryland Library Association (MLA)
- Maryland Correctional Administrators Association (MCAA)
- Maryland Association of Counties (MACo) - Summer
- Association of School Business Officials (ASBO)



Maryland Association of Counties (MACo) - Summer

OUTREACH EFFORTS CONT'D

Reentry Services

The transition from prison to the community can be challenging – not only for program participants, but also for their families and the community. In addition to our reentry management plans, Maryland Correctional Enterprises (MCE) developed the C.A.R.E.S. program to assist participants in the process of fully integrating into society following their release.

Established in 2008, the Continuing Allocation of Re-Entry Services (CARES) is a reintegration program for MCE participants nearing their release.

Tours

MCE offers tours of its training and business units to interested parties. This offers an opportunity for the incarcerated individuals to share their knowledge and provide a better understanding of the mission.

- Judge Amy Lorenzini, St. Mary's County
- East Atlantic Carpenter's Union
- University of Maryland Procurement
- PINC Room Tour
- Maryland Lottery
- DPSCS Recruitment Team



COMMUNITY ENGAGEMENT

Bea Gaddy Thanksgiving Dinner

For over 30 years, Maryland Correctional Enterprises (MCE) program participants' have prepared turkeys for Baltimore's Bea Gaddy Thanksgiving dinner. The turkeys are deboned and cooked by incarcerated individuals who are participating in the Department of Labor sponsored meat cutting apprenticeship program. The program is two years and provides participants with 200+ classroom and 4,000+ on the job training hours.



Antietam Luminary Celebration

Every December, MCE provides over 23,000 luminary boxes to support the Antietam Luminary Celebration. This event pays respect to the lives lost during the Battle of Antietam in 1862.



Father O'Neill Bicycle Program

Annually, MCE, DPSCS, and Parole and Probation, partner with the Father O'Neill Bicycle Program. This program donates bicycles to former incarcerated individuals to help assist with transportation barriers.

TELLING THEIR STORY



SUSAN'S STORY

During Susan's incarceration, she worked for MCE for many years. She started at the Mailing and Distribution shop at Maryland Correctional Institute for women (MCI-W). Six months after going to MCI-W, Susan began working in Shipping and Receiving doing AIDS administration work, license plates and tags, and car registration processing. An unexpected opportunity came to Susan when a new shop opened in Patuxent Institution for Framing and Signs. Prior to Susan's incarceration, she owned a business doing framing. Susan was instrumental in getting the framing program started at Patuxent Institution. She was a leader in the shop for many years, training her peers on a new marketable skill.

Susan had the opportunity to transition to the work release program as she neared release. She ran with this opportunity, and provided invaluable administrative skills to various departments at Headquarters.

Susan currently works at the MCE Headquarters in Customer Service as an Administrative Specialist. She assists customers with processing orders, troubleshooting, processing returns, invoicing, and she showcases her exemplary customer relation skills in the process. Susan is also our resident chef and an integral part of the MCE family!



TESTIMONIALS

"The most valuable aspect of working with MCE was the training from classes and workshops I received in the MCE C.A.R.E.S. program and using that training to transition into full-time employment with MCE after incarceration."

—Susan Hooker
Maryland Correctional Enterprises

SUSAN'S ACHIEVEMENTS

- Saving enough money while on work release to purchase a vehicle.
- Being fully independent since returning home.

SUSAN'S ADVICE TO CURRENT PARTICIPANTS

- Take part in any programs that are available and dedicate time to your education.
- Seek employment with MCE because it's one of the best opportunities you will receive behind the walls.

RESULTS

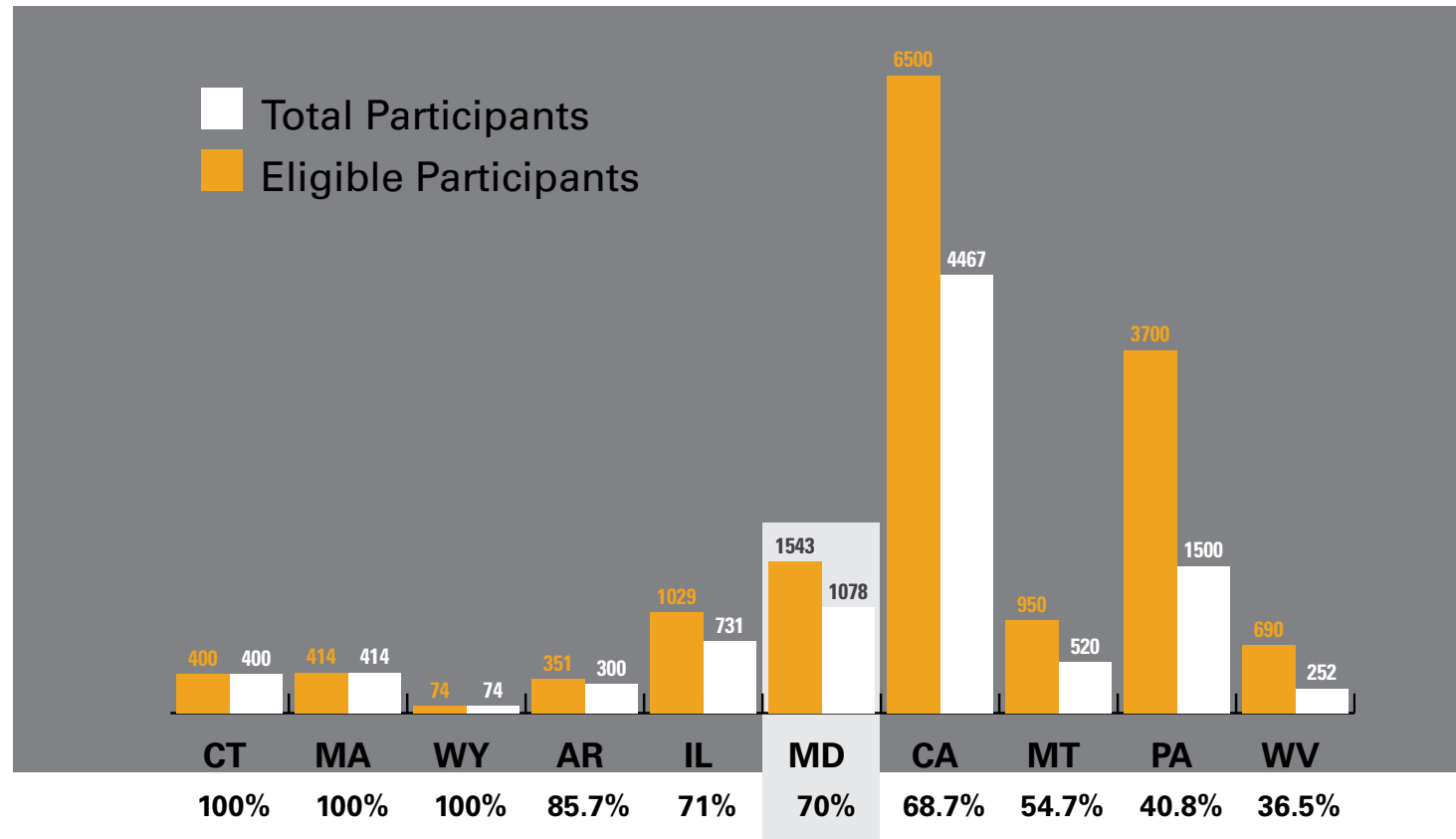
- Susan returned to society with many valuable skills.
- Susan was able to secure a job post release at MCE.

TRAINING CERTIFICATES



- 390 Mentoring & Leadership
- 211 Industrial Shop Safety & Skills
- 40 Data Entry & Distribution
- 39 Food & Safety
- 36 Financial Freedom
- 30 Healthy Relationships
- 26 Clerks
- 24 Textile Related
- 21 Shop Management
- 19 Quality, Maintenance, Assembly & Shipping
- 10 Forklift
- 11 Certified Meat Cutters

POPULATION ELIGIBLE VS. ELIGIBLE ACTIVELY PARTICIPATING



Each state has their own requirements to determine the eligibility of incarcerated individuals to participate within Correctional Industries training programs.

The top ten states, based on the percentage of eligible incarcerated individuals actively participating include:

CONNECTICUT
MASSACHUSETTS
WYOMING
ARKANSAS
ILLINOIS

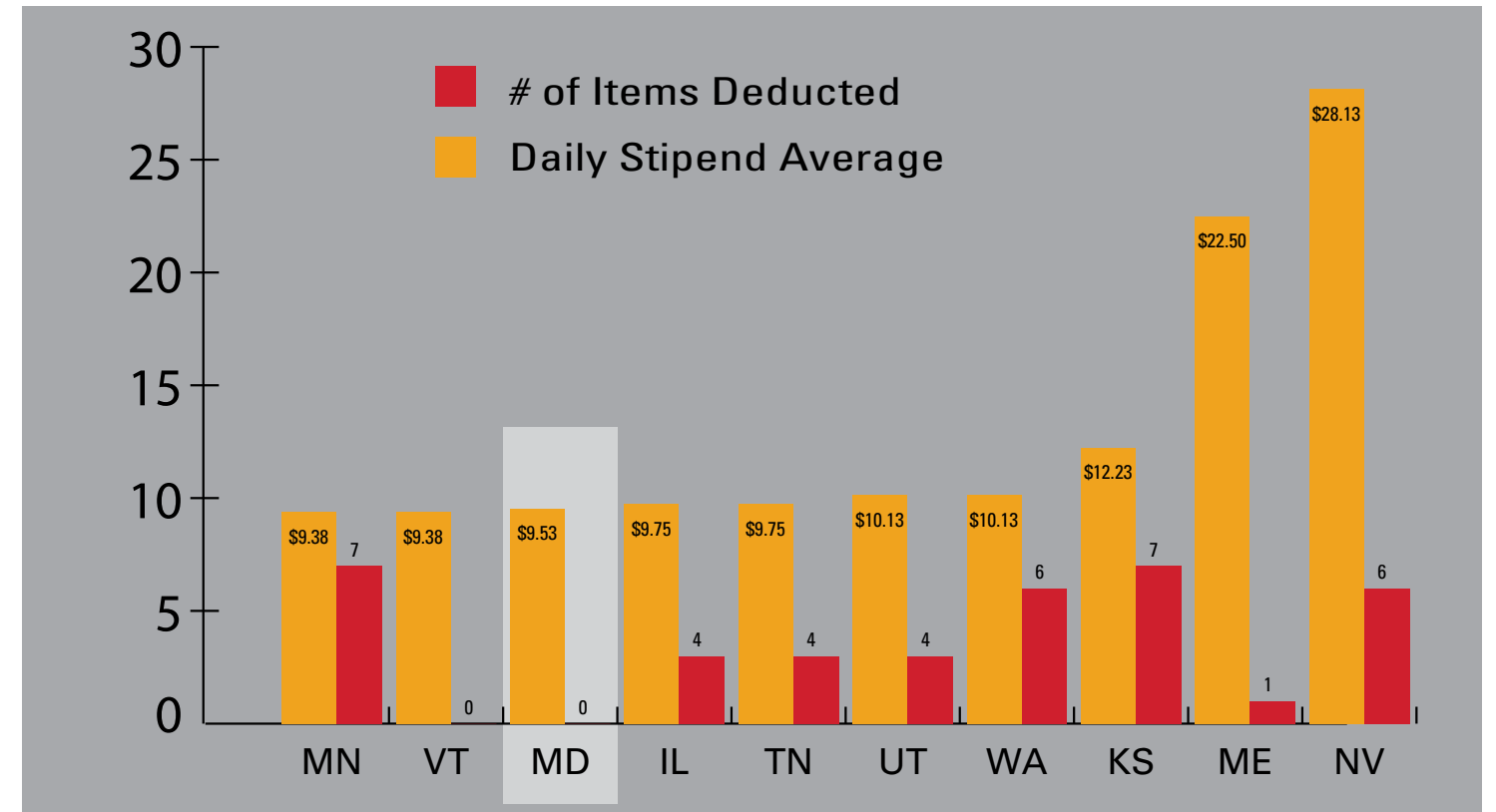
MARYLAND
CALIFORNIA
MONTANA
PENNSYLVANIA
WEST VIRGINIA

It should be noted that while Maryland is 6th in providing training opportunities to 70% of the currently eligible population, this equates to over 1,000 incarcerated individuals.

Maryland's total eligible population is 1,543, which is actually a higher number of those eligible than those states who provide training to a higher percentage.

Maryland (70%) and California (68%) are the only two States that have captured over 41% of its eligible population, that includes more than 1,000 incarcerated individuals.

DAILY PARTICIPANT STIPEND AND DEDUCTIONS TOP 10 STATES FOR 2022



DEDUCTIONS FROM STIPENDS INCLUDE:

Educational Programs
Family Support
Mandatory Savings
Medical Co-Payments

Restitution
Room and Board
Taxes
Victims Programs

Maryland is 8th in daily stipend average for incarcerated individuals. However, Maryland has the highest daily stipend rate in the country that does not take any deductions from its participants.

RECRUITMENT, DEVELOPMENT & RETENTION

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.**

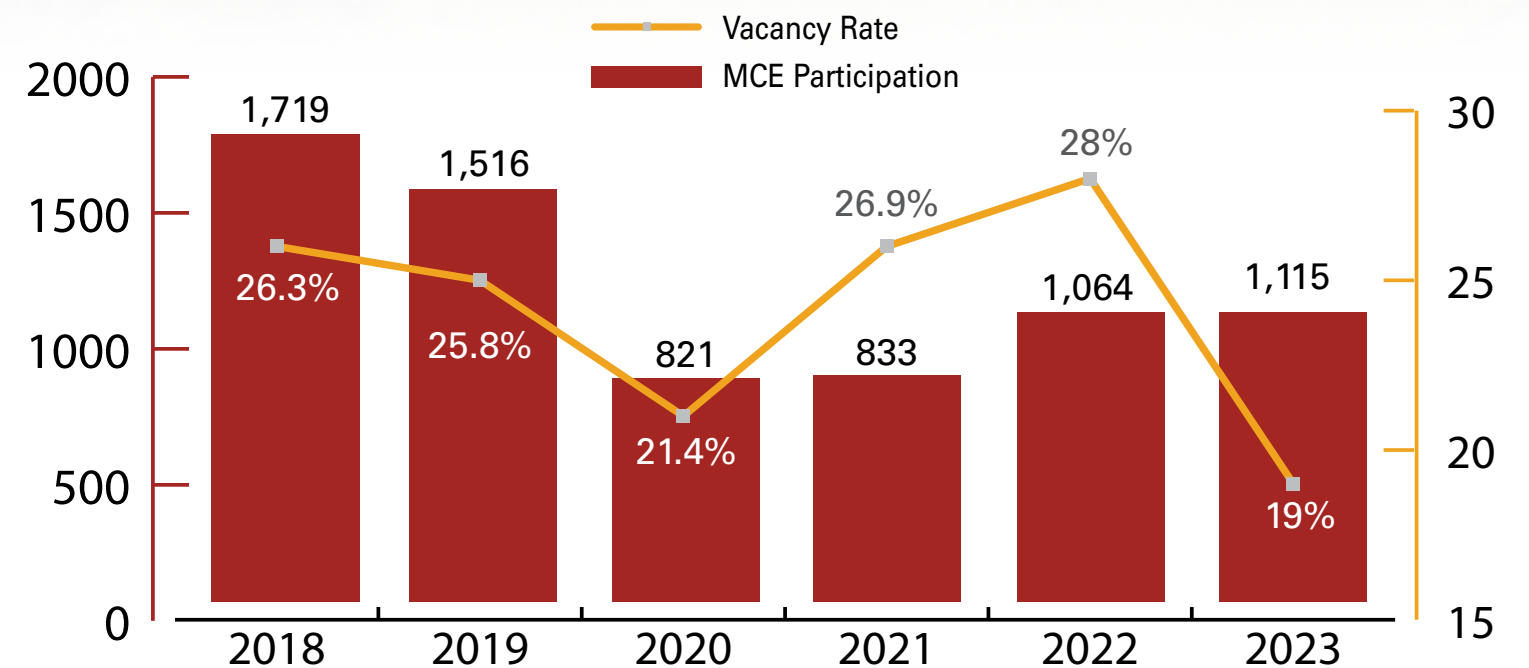
With the exception of work release and PIECP participants who earn hourly stipends above Maryland's minimum wage rate, **no deductions, room and board, or taxes are withdrawn from training compensation.** MCE's average monthly compensation exceeds \$183 as training bonuses are added to the daily base stipend at the end of each month.

In FY23, MCE contributed \$2.2 million to participant compensation.

Classification	5 Day Daily Base Stipend	4 Day Daily Base Stipend
Institutional Training Centers		
Team Member	\$3.00 - \$7.50	\$3.80 - \$9.40
Team Leader	\$3.50 - \$8.00	\$4.40 - \$10.00
Warehouse Locations		
Warehouse Delivery	\$10.00 - \$120.00*	N/A
Warehouse Team Leader	\$12.00 - \$120.00*	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.

Maryland Correctional Enterprises (MCE) relies on qualified managerial, office, and production staff who are committed to the mission of the organization. The agency ensures employees have the tools to do their jobs through certified correctional training. Due to the decline in manufacturing and the rise of service industries in the United States, recruiting workers who are skilled in certain trades – i.e. meat cutting, woodworkers, tractor-trailer drivers, etc. – has become a challenge. The DPSCS Human Resources Services Division oversees and coordinates all MCE recruitment efforts by state law and regulations outlined by the Maryland Department of Budget and Management. 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 (FY23 = 1:20). MCE strives to develop staff and promote from within to retain talented staff. MCE currently has 182 allocated permanent positions. All positions will be needed to expand programming. MCE also hires returning citizens, approximately 20% of MCE's headquarters personnel are returning citizens.





AT A GLANCE FY23

1000's

The number of quality products and services available for purchase.

300+

The number of class participants from MCE's Continuing Allocation of Reentry Services (C.A.R.E.S.) program.

1M

Revenue generated from sales on our e-commerce website.

51M

The unofficial unaudited amount of revenue achieved through the sale of quality products and services.

100%

MCE achieved American Correctional Association (ACA) Accreditation in 2009, 2012, 2015, 2018 and 2022.

770

Number of certificates earned through the Department of Labor and MCE's Job Skills Training Partnership since FY22.

1400K+

The number of program participants lives touched by MCE with over 1.7 million work hours.

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.

Community Service

MCE participates in outreach initiatives such as the annual Bea Gaddy Thanksgiving Dinner and Father O'Neill Charities Bicycle Program partnership with the Department of Public Safety's Division of Parole and Probation.

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