



CALPIA

REPORT TO THE LEGISLATURE FY 2022-23

- ★ QUALITY PRODUCTS
- ★ CHANGED LIVES
- ★ A SAFER CALIFORNIA

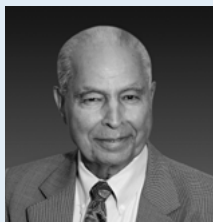


Gavin Newsom
Governor
State of California

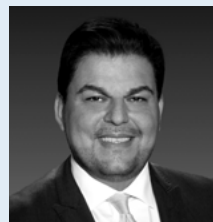
California Prison Industry Board



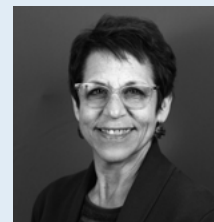
Jeff Macomber
Chair
Secretary, California Department of
Corrections and Rehabilitation



Darshan Singh
Vice-Chair
Senate Appointee



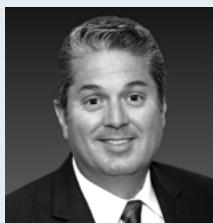
Dr. Armond Aghakhanian
Assembly Appointee



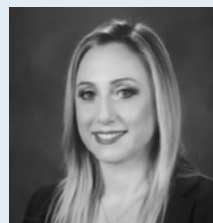
Dawn Davison
Governor Appointee



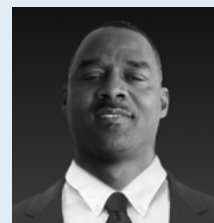
Michael Lopez
Governor Appointee



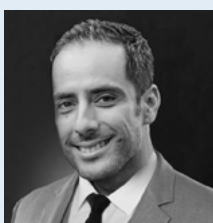
Felipe Martin
Senate Appointee



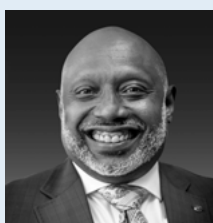
Katherine Minnich
Statutory Appointee



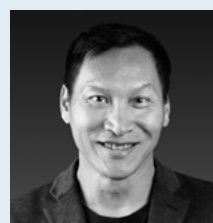
Kyle Patterson
Governor Appointee



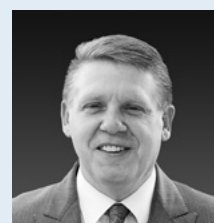
Carlos Quant
Statutory Appointee



Troy Vaughn
Governor Appointee



Eddy Zheng
Assembly Appointee



William Davidson
Executive Officer

The Prison Industry Board's Fiscal Year 2022-23 Report to the Legislature regarding the California Prison Industry Authority (CALPIA) is submitted pursuant to Chapter 1549, Statutes of 1982, as embodied in paragraph 2808(k) of the California Penal Code, requiring the Board to report to the Legislature in writing on or before February 1 of each year regarding the following:

1. The financial activity and condition of each enterprise under its jurisdiction;
2. The plans of the board regarding any significant changes in existing operation;
3. The plans of the board regarding the development of new enterprises; and
4. A breakdown, by institution, of the number of prisoners at each institution, working in enterprises under the jurisdiction of the authority, said number to indicate the number of prisoners who are not working full-time.



Report to the Legislature FY 2022–23

Table of Contents

Committed to Public Safety	1
CALPIA Mission Statement	2
Correctional Industries.	3
Career Technical Education	4
Joint and Free Venture Programs.	5
Industry Employment Program	6
State Apprenticeships	7
Accredited Certifications	8
CALPIA Recidivism Efforts	11
Incarcerated Individual Hiring Event Proves to be Successful	12
Successful Outcomes	15
Enterprise Improvements.	17
Improved Processes	19
Summary of Prison Industry Board Action Items FY 2022–2023.	20
Financial Plan.	25
Designation of Cash.	26
Enterprise Overview.	27
Incarcerated Individual Assignments	28
Incarcerated Individuals by Location	29
CALPIA Enterprise, Career Technical Education, Joint Venture, and Free Venture Location Map.	31





CALPIA Graduate receives certification at Folsom State Prison graduation ceremony

Committed to Public Safety

THE PRISON INDUSTRY BOARD

The Prison Industry Board (Board) was established in 1983, pursuant to Chapter 1549, Statutes of 1982, to oversee the California Prison Industry Authority (CALPIA). The same legislation reconstituted the former California Correctional Industries Commission as today's CALPIA.

The Board oversees CALPIA operations, much like a corporate board of directors. It sets general policy for CALPIA, oversees the performance of existing CALPIA industries, determines which new industries shall be established, and appoints and monitors the performance of CALPIA's Chief Executive Officer/General Manager. The Board also serves as a public hearing body, ensuring CALPIA enterprises are both self-sufficient and do not have an adverse impact on the private sector. The Board actively solicits public input for the decisions it makes to expand existing, or develop new, prison industries.

On July 1, 2005, pursuant to the passage of Senate Bill 737, the California Department of Corrections and Rehabilitation (CDCR) underwent reorganization. Under the reorganization, CALPIA was to continue its existence within CDCR but as a separate entity, with the General Manager being the hiring authority for all CALPIA employees.

CALPIA STATUTORY OBJECTIVES¹

- To develop and operate industrial, agricultural and service enterprises that provide work opportunities for incarcerated individuals under the jurisdiction of the CDCR and provide government agencies with products and services commensurate with their needs.
- To create and maintain working conditions within CALPIA enterprises as much as possible like those which prevail in private industry, ensuring assigned incarcerated individuals the opportunity to work productively to earn funds, and to acquire or improve effective work habits or occupational skills.
- To operate work programs for incarcerated individuals that are self-supporting through the generation of sufficient funds from the sale of products and services to pay all its expenses, thereby avoiding the cost of alternative incarcerated individual programming by CDCR. CALPIA receives no annual appropriation from the Legislature.

1. Penal Code Section 2800-2818

CALPIA Mission Statement

CALPIA is a self-funded, customer-focused organization that reduces recidivism and enhances prison and public safety by providing incarcerated individuals with life-changing training opportunities for successful re-entry into the community.



CALPIA Graduation ceremony at R. J. Donovan Correctional Facility in November 2022

CALPIA PROGRAM GOAL

CALPIA's program goal supports CDCR's public safety mission by developing incarcerated individuals to have job skills, good work habits, basic education and job support in the community so that when they are released they never return to prison. CALPIA incarcerated individuals receive industry-accredited certifications that employers value.

CALPIA VISION

Changing incarcerated individuals' lives through innovative training programs for a safer California.

CALPIA VALUES

Leadership: Have a vision, inspire and empower others to act.

Professionalism: Mutual courtesy and respect among all levels of staff.

Integrity: Do the right thing in all circumstances.
Teamwork: Be collaborative in working towards solutions.

Safety: Be proactive in identifying and preventing safety issues.

Accountability: Accept responsibility for the outcomes expected of you—both good and bad.

DOES CALPIA SAVE THE STATE MONEY?

Yes. CALPIA's incarcerated individual programming saves the State General Fund millions of dollars annually through lower recidivism. It also saves CDCR millions of dollars by providing approximately 5,700 alternatively funded programming positions for incarcerated individuals that CDCR does not have to fund.

DOES CALPIA WORK?

Yes. The lower recidivism rate has saved the State General Fund millions of dollars of incarceration costs every year².

2. CALPIA Economic Impact Report FY 2012-13

www.calpia.ca.gov/news/publications/economic-impact-report-2012-13/;

The Effect of Prison Industry on Recidivism:

An Evaluation of CALPIA November 2021

https://www.calpia.ca.gov/wp-content/uploads/calpia/news/Reports_and_Publications/CALPIARecidivism.pdf

To achieve its mission, CALPIA has established **three main strategic and business goals:**

1. Enhance Incarcerated Individuals' Lives to Reduce Recidivism
2. Provide High-Quality, Sustainable Products and Services
3. Foster Continuous Improvement as a Customer-Focused Organization



Correctional Industries

CALPIA manages more than 100 manufacturing, service and consumable enterprises in all CDCR institutions, with approximately 5,700 incarcerated individuals in manufacturing, agricultural, consumable, service and support functions, including warehouse and administration. CALPIA's administrative offices are in Folsom, California.

The goods and services provided by CALPIA's enterprises are sold predominantly to departments of the State of California and other government entities. CDCR is CALPIA's largest customer. It accounted for \$172.9 million (63.3%) of all sales in FY 2022-23, \$157.0 million (63.7%) of all sales in FY 2021-22, and \$155.9 million (68.8%) of all sales in FY 2020-21.

Other major State customers include the Department of Motor Vehicles, the Department of State Hospitals, the Department of Healthcare Services, the Department of Transportation, the Department of Forestry and Fire Protection, the California Highway Patrol, the Department of Veterans Affairs, the Department of General Services, the California Military Department, and the California Department of Parks and Recreation.

CALPIA manages more than 100 manufacturing, service and consumable enterprises in all CDCR institutions, with approximately 5,700 incarcerated individuals

Upper: CALPIA's Metal products enterprise at Folsom State Prison
Lower: CALPIA's Optical enterprise at Central California Women's Facility

Career Technical Education

CALPIA established its Career Technical Education (CTE) program in 2006. The program began as a pre-apprenticeship program with instruction administered by journeyman instructors under contract from local trade labor unions representing carpentry, construction labor, roofing and iron working. When released, program graduates can obtain employment in their specific apprenticeship fields. CALPIA provides graduates with trade tools and pays their first year of union dues.

Besides the pre-apprentice programs, CALPIA's CTE programs includes Commercial Diving, Computer-Aided Design (AutoCAD), and Computer Coding (Code.7370). The Governor's Budget Act includes \$2.6 million in CDCR's base budget for rehabilitative program contracts with CALPIA.



Upper: CALPIA's CTE Pre-Apprentice Construction Labor program at the Central California Women's Facility

Left: CALPIA's Commercial Diving program at the California Institution for Men in Chino

CALPIA'S CTE PROGRAM OFFERS TRAINING IN THE FOLLOWING FIELDS:

- 1 . Carpentry
- 2 . Commercial Diving
- 3 . Computer-Aided Design (AutoCAD)
- 4 . Computer Coding (Code .7370)
- 5 . Construction Labor
- 6 . Iron Working
- 7 . Roofing



CALPIA JVP check presentation at the Central California Women's Facility

Joint Venture Program

On behalf of CDCR, CALPIA manages California's Joint Venture Programs. The Joint Venture Program was established in 1990 with the passage of Proposition 139, "The Prison Inmate Labor Initiative." The initiative created rehabilitative opportunities for incarcerated to gain valuable work experience and job-skills training.

The Joint Venture Program (JVP) operates in California's adult correctional institutions. Incarcerated individuals work for private companies or non-profits while serving their time and earn comparable industry wages. The programs are available to businesses that plan to expand, open a new enterprise or division, return from offshore, or relocate to California from another state. This program prepares incarcerated individuals for successful

reintegration into the community.

The wages an incarcerated individual earns through the Joint Venture Program are subject to deductions for room and board, crime victim restitution, incarcerated individual family support, trust account, and mandatory incarcerated individual savings for release.

In addition, incarcerated employees pay federal and state taxes. State law mandates the deduction of 20% of the incarcerated individuals' net wages which goes to pay off restitution fines or in the event none is owed, to compensate programs that benefit victims of crimes. JVP disbursed \$56,012.92 for crime victim restitution in FY 2022–23.





CALPIA Apprenticeship and Graduation ceremony at Avenal State Prison

Industry Employment Program

The Industry Employment Program (IEP) enhances the ability of incarcerated individuals to obtain meaningful jobs upon release. IEP helps incarcerated individuals successfully transition from prison to the community and the workforce. The program is a vital part of CALPIA's efforts to reduce recidivism and contribute to safer communities.

Through IEP, CALPIA incarcerated employees are evaluated for improvement in job skills, education, experience and work habits. IEP provides incarcerated individuals access to nationally accredited certifications, state apprenticeship certifications, and internal skill proficiency certificates.

IEP provides transition-to-employment services and information. IEP applies for and acquires duplicate birth certificates for released

incarcerated individuals born in California. Information and request forms are provided for Department of Motor Vehicles, Social Security replacement card, out-of-state birth certificate, child support and veteran's benefits. IEP also provides incarcerated individuals and their families access to a statewide community resource guide to help them successfully transition home.





CALPIA Apprenticeship and Graduation ceremony at California Men's Colony in San Luis Obispo

State Apprenticeships

For the first time in California prisons, incarcerated individuals can achieve full apprenticeships while working for CALPIA. Through a partnership with the California Department of Industrial Relations, CALPIA has established an apprenticeship system within CDCR institutions.

The apprenticeship certification qualifies incarcerated individuals for meaningful employment upon release. Since December 31, 2018, apprenticeship opportunities

have been made available at every CALPIA enterprise. During FY 2022–23, there were 2,176 incarcerated individuals registered into the state apprenticeship program with 406 incarcerated individuals completing an apprenticeship program.

Lower left: CALPIA's Bakery enterprise at R.J. Donovan Correctional Facility
Lower right: CALPIA's Optical enterprise at the California State Prison, Solano



Accredited Certifications

CALPIA invests in curriculum for incarcerated individuals, offering 128 nationally recognized accredited certifications, such as computer-aided design, computer coding, technology, food-handling, laundry, agriculture, welding, metal-stamping, industrial safety and health, electrical systems, mechanical systems, and maintenance. CALPIA incarcerated individuals may also earn certificates of proficiency in occupational disciplines to validate skills and abilities obtained during their time employed by CALPIA.

In FY 2022–23, 5,384 participants successfully completed an accredited certification program. IEP’s enrollment of all CALPIA incarcerated individuals into TPC Training Systems course 109.1, Industrial Safety and Health, is required.



CALPIA Graduate receives certification at Avenal State Prison

AMERICAN BOARD OF OPTICIANRY

- Optician

AMERICAN WELDING SOCIETY

- Gas Metal Arc Welding (GMAW-1Mig)
- Gas Tungsten Arc Welding (GTAW-1Tig)
- Gas Tungsten Arc Welding (GTAW-2)
- Gas Tungsten Arc Welding (GTAW-3)

ASSOCIATION FOR LINEN MANAGEMENT

- Certified Linen Technician
- Certified Washroom Technician
- Certified Laundry Linen Manager

CA DEPARTMENT OF FOOD & AGRICULTURE

- Pasteurizer License
- Sampler/Weigher License

CAREER TECHNICAL 7370 COMPUTER CODING

- 7370 Computer Coding Track 1
- 7370 Computer Coding Track 2
- 7370 Computer Coding Track 3
- 7370 Computer Design Track

CAREER TECHNICAL AUTOCAD

- AutoCAD Drafting
- Inventor
- Revit

CAREER TECHNICAL CARPENTRY

- Core-Classroom Curriculum

CAREER TECHNICAL IRONWORKER

- Multi-Craft Core Curriculum

CAREER TECHNICAL LABORERS

- Lead Worker/Mentor Training

CAREER TECHNICAL MULTI-CRAFT (MC3)

- Multi-Craft Curriculum

CAREER TECHNICAL ROOFING

- Multi-Craft Core Curriculum

CAREER TECHNICAL DIVING

- Commercial Welder Course Program
- Dive Top Side Tender Course Program
- Commercial Diver/Commercial Dive Inspection

ELECTRONICS TECHNICIANS ASSOCIATION

- Customer Service Specialist
- Certified Electronics Technician
- Journeyman (Industrial)

ESCO INSTITUTE

- HVAC Technician certification (608 Exam)

Accredited Certifications continued on pages 9 and 10

Accredited Certifications continued...

LIBRARY OF CONGRESS – BRAILLE

- Literary Transcribing
- Literary Proofreading
- Mathematics Transcribing
- Mathematics Proofreading
- Music Transcribing

NATIONAL BRAILLE ASSOCIATION

- Braille Formats Textbook Formatting

NATIONAL INSTITUTE OF METALWORKING SKILLS

- Machining, Level I
- Metal Forming, Level I
- Metal Stamping, Level II

NATIONAL RESTAURANT ASSOCIATION

- ServSafe Essentials and Food Handler

NORTH AMERICAN TECHNICIAN EXCELLENCE INSTALLATION AND SERVICE FOR:

- Air Conditioning
- Air Distribution
- Heat Pumps
- Gas Heat
- Oil Heat

OVERTON SAFETY TRAINING, INC.

- Warehouse Forklift
- Hand Truck Forklift
- Construction Forklift

PRINTING INDUSTRIES OF AMERICA

- Sheet-fed Offset Press
- Web Offset Press
- Bindery
- Pre-Press

PRODUCTIVITY TRAINING CORPORATION

- Dental Technician

SPECIALTY COFFEE ASSOCIATION

- Barista Skills – Foundation Level
- Barista Skills – Intermediate Level
- Roasting – Foundation Level
- Roasting – Intermediate Level

STILES MACHINERY INC.

- Intermediate Weeke Machining

TPC Training Systems

TYPE: FUNDAMENTALS/CORE COMPETENCIES (SERIES 100)

- 101 Reading Blueprints
- 102 Reading Schematics and Symbols
- 103 Mathematics in the Plant
- 104 Making Measurements
- 105 Metals in the Plant
- 106 Nonmetals in the Plant
- 107 Hand Tools
- 108 Portable Power Tools
- 109 .1 Industrial Safety and Health
- 110 Troubleshooting Skills

TYPE: ELECTRICAL SYSTEMS (SERIES 200)

- 201 Basic Electricity and Electronics
- 202 Batteries and DC Circuits
- 203 Transformers and AC Circuits
- 204 .1 Electrical Measuring Instruments
- 205 .1 Electrical Safety and Protection
- 206 DC Equipment and Controls
- 207 Single Phase Motors
- 208 Three Phase Systems
- 209 AC Control Equipment
- 210 Electrical Troubleshooting
- 211 Electrical Safety – Understanding NFPA 70E

TYPE: MECHANICAL SYSTEM (SERIES 300)

- 301 Basic Mechanics
- 302 Lubricants and Lubrication
- 303 .1 Power Transmission Equipment
- 304 Bearings
- 305 Pumps
- 306 Piping Systems
- 307 Basic Hydraulics
- 308 Hydraulic Troubleshooting
- 309 Basic Pneumatics
- 310 Pneumatic Troubleshooting

**TYPE: PACKAGING MACHINERY
(SERIES 310)**

- 311 Introduction to Packaging
- 312 Packaging Machinery
- 313 Casing Machinery

**TYPE: MACHINE SHOP PRACTICES
(SERIES 320)**

- 315 Machine Shop Practice
- 316 Machine Shop Turning Operations
- 317 Machine Shop Shaping Operations
- 323 Machine Shop Job Analysis
- 324 Lathe-Turning Work Between Centers
- 325 Lathe-Machining Work in a Chuck
- 326 Basic Milling Practices
- 327 Indexed Milling Procedures
- 328 Multiple-Machine Procedures

**TYPE: MECHANICAL MAINTENANCE APPLICATIONS
(SERIES 340)**

- 342 Mechanical and Fluid Drive Systems
- 343 Bearing and Shaft Seal Maintenance
- 344 Pump Installation and Maintenance
- 345 Maintenance Pipefitting
- 346 Tubing and Hose System Maintenance
- 347 Valve Maintenance & Piping System Protection

**TYPE: BUILDING AND GROUNDS
(SERIES 360)**

- 361 Introduction to Carpentry
- 362 Constructing the Building Shell
- 363 Finishing the Building Interior
- 364 Structural Painting
- 366 Flat Roof Maintenance
- 367 Plumbing Systems Maintenance
- 375 Landscaping Maintenance

**TYPE: WELDING
(SERIES 420)**

- 416 Blueprint Reading for Welders
- 417 Welding Principles
- 418 Oxyfuel Operations
- 419 Arc Welding Operations

**TYPE: CUSTODIAL MAINTENANCE
(SERIES 450)**

- 451 Cleaning Chemicals
- 452 Floors and Floor Care Equipment
- 453 Maintaining Floors and Other Surfaces
- 454 Restroom Care
- 455 Carpet and Upholstery Care



Incarcerated individuals may also earn certificates of proficiency in occupational disciplines to validate skills and abilities obtained through CALPIA



San Quentin State Prison graduation ceremony, February 2023





Successful Outcomes

CALPIA wants graduates from its programs to be successful and never return to prison. CALPIA works to ensure incarcerated individuals have job skills, good work habits, basic education, and job support when they are released. Incarcerated individuals receive

industry-accredited certifications that translate to employment. Thousands of incarcerated individuals have received training through CALPIA, and many of those graduates have successful careers. Here are some of the recent success stories.



ROBERT CASTANEDA

Robert Castaneda received his Optician certification while working for CALPIA's Optical Lab at California State Prison, Solano. He worked in the program for seven years. When he returned to his community in 2021, he filed with the State Board of Optometry and started working at Eyeglass World. Robert now works as a licensed Optician at LensCrafters and is thankful for the job training he received while incarcerated.

“CALPIA gave me a foundation that I could use in society. I am a licensed Optician and have been able to buy a home and a car because of the career training I received. I am grateful for CALPIA's Optical program especially the staff who supported me along the way.”

– Robert Castaneda

INEZ SUAREZ

Inez Suarez graduated from CALPIA's Pre-Apprentice Construction Labor program at Central California Women's Facility in 2022. She now works for Overaa Construction in the Bay Area. When she returned to her community, Inez was supported by CALPIA through the Labor Union enrollment process and was able to find employment through the Northern California Training Center, Laborers Local 270. Inez is proud to be working in the construction industry and her Superintendent says she is a hard worker with a great skill set. Inez has four children and now has a meaningful career.

"I am thankful to CALPIA, my Union Instructors, and my employer for helping me with this incredible opportunity. CALPIA helped me with the job training I needed while paying for my union dues when I got out and buying me a new set of tools."

– Inez Suarez



LOUIS FRAZIER

Louis Frazier graduated from CALPIA's Metal Fabrication and Computer-Aided Design (Auto-CAD) programs at Folsom State Prison. He now works for Siemens Mobility, manufacturing light rail vehicles. Frazier learned Auto-CAD through CALPIA and worked side-by-side with engineers. While in CALPIA's Metal Fabrication, he learned metal sheeting along with operating and programming the Turret Punch Press, brake presses and laser cutting systems. Frazier also completed CALPIA's Essential Skills for the Workbook program and said it was beneficial to his success. He is grateful for the real-world skills he learned from CALPIA's staff and the seven years of job training he received before heading back to his community in 2022.

"I am so grateful. I got a full-time career with Siemens Mobility as soon as I came back home and then I was able to get housing on my own. All the skills I learned through CALPIA are being utilized in my job. I have incredible benefits and the possibilities of climbing up the career ladder are endless."

– Louis Frazier

CALPIA Recidivism Efforts

In November 2022, the University of California, Irvine (UCI) began a second CALPIA recidivism study. The study extends the analysis previously conducted by UCI and uses the data previously gathered. CALPIA expects the data from this report to better assess the effectiveness of individual CALPIA job training programs related to recidivism. The study reviews incarcerated individuals who participated in a specific CALPIA enterprise group or a CALPIA Career Technical Education (CTE) program. The second part of the recidivism study is anticipated to be released at the end of 2023.

In January 2022, the California Prison Industry Board approved the study entitled, “The Effect of Prison Industry on Recidivism: An Evaluation of California Prison Industry Authority.” The study was completed by Dr. Susan F. Turner and Dr. James Hess through the Center for Evidence Based Corrections at UCI.

The first study determined the official recidivism rates among incarcerated individuals who participated in any CALPIA program. The study statistically matched

individuals with results showing that participation in CALPIA is associated with reduced offending overall. The study showed that incarcerated individuals who participated within CALPIA have lower rates of rearrests, reconvictions, and reincarcerations compared to those who were qualified to, but did not, participate in CALPIA.

The study compared CALPIA participants with at least six months in the program and released between August 2014 and July 2018 with incarcerated individuals who were accepted into the CALPIA program and put on a waitlist but were released before they could actively participate.

By three years after release, only 15 percent of CALPIA participants has been returned to custody, which means 85 percent of those who were in a CALPIA program did not come back to prison. The number of arrests among CALPIA participants was also lower than the rates for the Waitlist group.

The UCI study utilized 8,603 incarcerated individuals released from custody from the California Department of Corrections and Rehabilitation.



CALPIA graduation participants at San Quentin State Prison

Incarcerated Individuals Hiring Event Proves to be Successful

Incarcerated individuals at the Central California Women’s Facility (CCWF) received conditional job offers at a CALPIA hiring event. Once released from prison, these individuals have conditional job offers for employment from the California Department of Transportation (Caltrans) before returning to their communities.

The civil service workshop and hiring event was held in partnership with CALPIA, Caltrans, the California Department of Corrections and Rehabilitation (CDCR), the California Government Operations Agency (GovOps), the California

Department of Human Resources (CalHR), and the California Workforce Development Board.

This was the second civil service hiring event held at a prison, the first one took place at California State Prison, Solano in 2021. A total of 30 individuals received conditional job offers between the two events.



Civil Service Hiring event at the Central California Women’s Facility

Enterprise Improvements

CALPIA ADDS HUMMUS TO BOX LUNCH

CALPIA has created a healthy new extended life hummus product. The hummus has a ninety-day shelf life and is made from a satisfying blend of chickpeas and garlic. CALPIA hummus is packaged in a two-ounce pouch. The hummus lunch includes a hummus pouch, pretzels, snack pouch, cookies, and one sugar-free drink mix packet.

CALPIA OFFERS PEA PROTEIN

CALPIA is offering new plant-based pea protein crumbles to support CDCR's meat free menu. Pea-based crumbles are gluten free, allergen friendly, non-GMO, vegetarian/vegan, and soy free. The neutral smell and taste allow meatless crumbles to take on any flavor mimicking the texture and chewing properties of meat. They can be used in almost any recipe that calls for ground meat. CDCR's Correctional Food Managers can use the pea protein as a substitute in the current CDCR menu recipes.

CALPIA MATTRESS ENTERPRISE ADDS ULTRASONIC WELDING

CALPIA's Mattress enterprise adds ultrasonic welding that provides a seal commonly used in hospitals. This machinery generates heat at the joint to soften and melt the materials to bond them. It is fast, economical, easily automated, and well-suited to mass production. Its quick welding time and elimination of the need for an extra ventilation system are other advantages of this welding method.

In addition, ultrasonic welding provides the use of mattresses with inner foam cores with high-strength seals. This meets the safety and security needs of state hospitals, CCHCS, and CDCR along with providing more comfort to patients and incarcerated individuals.



Hummus is added to lunch menu



Ultrasonic welding provides more comfort to CALPIA mattresses



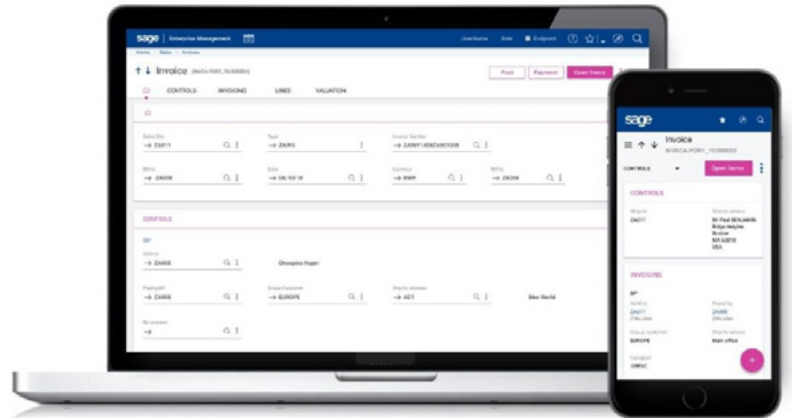
Improved Processes

NEW ENTERPRISE RESOURCE PLANNING TOOL LAUNCHED – SAGE X3

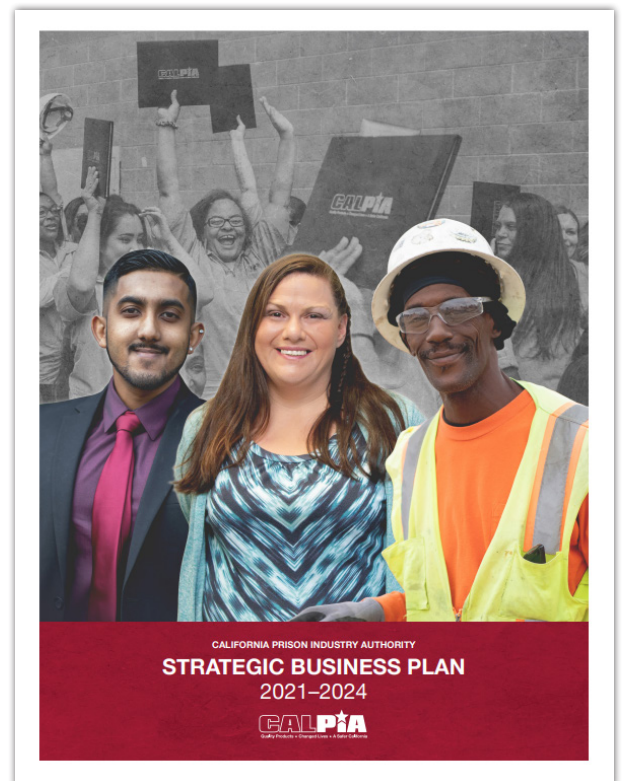
CALPIA launched the SAGE X3 business technology project in June 2022. The new system will provide users with a modern enterprise resource planning tool, enabling real-time financial and operational business data, process standardization and innovative training opportunities for staff and incarcerated individuals. SAGE X3 will benefit the field by streamlining current processes, including shop floor control, purchasing and inventory management. The system will also employ barcoding technology that will be able to be utilized from receipt of raw goods to customer delivery. With the implementation of SAGE X3, field operations will gain decision-making confidence and have more time to focus on CALPIA's mission. This system will also allow incarcerated individuals to learn and be trained on the most current and modern ERP system, which is the same as what they will use on jobs when they return to their communities. The first phase of the new system rolled out in early September 2023.

CALPIA COMPLETES PHASE ONE OF STRATEGIC BUSINESS PLAN

CALPIA is in the process of updating its Strategic Business Plan. The agency elected to take a robust, interactive, and inclusive approach to gathering feedback. Project managers have engaged incarcerated individuals, staff, and Prison Industry Board members. The agency continues to measure and assess the progress of strategic deliverables. The plan outlines objectives for CALPIA to accomplish during the next three years. CALPIA's most important goal focuses on its efforts to improve the lives of incarcerated individuals to find meaningful employment when they return to their communities, which helps reduce recidivism.



SAGE X3



Summary of Prison Industry Board Action Items FY 2022-2023

The California Prison Industry Board members met throughout FY 2022-23. They voted on several action items that are relevant to CALPIA. The Board serves as a public hearing body, charged both with ensuring that CALPIA enterprises are self-sufficient and that they do not

have a substantial adverse effect upon private enterprises. The Board actively solicits public input into the decisions it makes regarding expanding existing or developing new enterprises and programs.



Prison Industry Board Meeting

Summary of Prison Industry Board Action Items - FY 2022-2023

MEETING DATE	ITEM NUMBER	ACTION ITEMS
10/6/2022	22-1006-457-AI	A Position and Expenditure Authority — Healthcare Facilities Maintenance
12/20/2022	22-1220-458-AI	A Subcommittee Update: Executive Recruiting, Retention, Evaluation, and Compensation Committee
	22-1220-459-AI	B California Prison Industry Authority's Report to The Legislature, Fiscal Year 2021-22

3/21/2023 No Action Items Required

6/20/2023	23-0620-460-AI	A Enterprise Closure — Crops
	23-0620-461-AI	B Approval of CALPIA's Proposed Annual Plan for Fiscal Year 2023–24
	23-0620-462-AI	C Approved of CALPIA's Designation of Cash to Support Fiscal Year 2023–24 Annual Plan
	23-0620-463-AI	D Proposed Change to the Name of the California Prison Industry Authority
	23-0620-464-AI	E Opposition Letter to Legislation



Upper left: Prison Industry Board Member Troy Vaughn

Upper right: Prison Industry Board Member Kyle Patterson

Lower: Prison Industry Board Chair Jeff Macomber and Prison Industry Board Member Carlos Quant



Upper left: Prison Industry Board Member Darshan Singh

Upper middle: Prison Industry Board Member Felipe Martin

Upper right: Prison Industry Board Member Eddy Zheng

Lower left: Prison Industry Board Executive Office and CALPIA General Manager Bill Davidson

Lower middle: Prison Industry Board Member Dr. Armond Aghakhanian

Lower right: Prison Industry Board Member Dawn Davison



CALPIA's Computer Coding (Code.7370) program at San Quentin State Prison



CALPIA's Commercial Diving program at the California Institution for Men in Chino

Financial Plan (In Thousands)	FY 2020-21 Audited Actuals	FY 2021-22 Unaudited Actuals	FY 2022-23 Unaudited Actuals	FY 2023-24 Approved Annual Plan
Revenues				
Manufacturing	\$78,541	\$74,210	\$94,814	\$83,075
Services	\$131,493	\$140,726	\$143,572	\$144,519
Agricultural	\$27,957	\$31,645	\$34,736	\$30,913
Total Revenue	\$237,990	\$246,581	\$273,122	\$258,507
Expenses				
Cost of Goods Sold¹				
Manufacturing	\$60,924	\$59,487	\$70,733	\$62,238
Services	\$103,222	\$109,925	\$116,824	\$114,403
Agricultural	\$26,938	\$26,764	\$31,597	\$25,386
Total Cost of Goods Sold	\$191,084	\$196,176	\$219,154	\$202,027
Gross Profit	\$46,906	\$50,405	\$53,968	\$56,480
Selling and Administration¹				
Central Office				
Prison Industry Board	\$122	\$31	\$60	\$230
Executive Management	\$511	\$777	\$926	\$990
Legal	\$1,202	\$1,113	\$1,032	\$1,295
External Affairs	\$435	\$509	\$548	\$507
Information Systems / Project Management	\$7,371	\$8,429	\$6,921	\$7,647
Operations Division	\$3,017	\$3,300	\$1,270	\$1,295
Marketing Division	\$7,735	\$8,622	\$7,788	\$7,550
Administration Division	\$5,254	\$6,010	\$4,774	\$4,147
Fiscal Services Division	\$5,019	\$6,017	\$4,600	\$5,481
Sub-total Central Office	\$30,666	\$34,807	\$27,918	\$29,142
Distribution/Transportation	\$13,908	\$15,898	\$18,201	\$16,489
Total Selling and Administration	\$44,574	\$50,705	\$46,119	\$45,631
Offender Development Programs¹				
Workforce Development Management	\$287	\$706	\$475	\$466
Industry Employment Program	\$1,882	\$2,337	\$2,417	\$2,277
Joint Venture/Free Venture	\$462	\$493	\$1,069	\$1,112
Reimbursement	(\$1,022)	(\$1,022)	(\$1,195)	(\$1,035)
Career Technical Education	\$1,416	\$2,590	\$3,688	\$4,495
Reimbursement	(\$3,147)	(\$3,052)	(\$2,146)	(\$2,600)
Total Offender Development Programs	(\$122)	\$2,051	\$4,308	\$4,715
Lump Sum Payouts²	\$1,830	\$1,618	\$2,251	\$2,080
FEMA - Reimbursement ³	\$0	(\$425)	(\$92)	
Operating Income/(Loss)	\$624	(\$3,543)	\$1,381	\$4,054
Non-Operating Revenues/(Expenses)	(\$3,545)	(\$84)	(\$574)	(\$234)
Net Gain/(Loss) [non-GAAP]	(\$2,920)	(\$3,627)	\$807	\$3,820
Unallocated Items				
Unallocated Personal Leave	\$3,532	(\$298)	(\$794)	-
Unallocated Workers' Compensation	\$2,454	\$720	TBD ⁵	-
Unallocated Other Post Employment Benefits ⁴	(\$1,821)	\$1,941	TBD ⁶	-
Unallocated Pension	\$8,694	(\$7,760)	TBD ⁶	-
Total Unallocated Items	\$12,859	(\$5,398)	(\$794)	\$0
Net Gain/(Loss) [GAAP]	(\$15,779)	\$1,771	\$1,601	\$3,820
<i>The items shown below are for display purposes only and are included above.</i>				
Net Pension Liabilities	\$2,615	\$47,980	TBD ⁶	
State Pro Rata	\$11,066	\$12,951	\$10,972	\$8,941
SB 84 Liability	\$1,179	\$1,179	\$1,179	\$1,179
Legal Settlements	\$29	\$181	\$81	\$200

¹ Prior to FY 2022-23, Selling & Administration and Incarcerated Individual Development Program costs were not allocated. Starting FY 2022-23, data reflects the allocation of some of these costs to Cost of Goods Sold and Offender Development programs.

² Prior to FY 2020-21, Lump Sum Payouts were recorded at cost center level. It is now recorded as unallocated under Selling & Administration.

³ FY 2021-22, \$425k and FY 2022-23 \$92K was recorded for FEMA.

⁴ On June 27, 2017, Assembly Bill No. 103, Sections 37 and 38 were approved by the Governor, pursuant to its authority, and Penal Code Sections 2801 and 2808 were amended. Pursuant to amendments, CALPIA is not required to fund its OPEB liability. During fiscal year 2018, the State implemented GASB 75. The adoption resulted in the elimination of Net OPEB Obligation under GASB 45 and introduced Net OPEB Liability in accordance with GASB 75.

⁵ Pending PWC Actuarial Report.

⁶ Pending release of reports from the State Controllers Office.

Designation of Cash (In Thousands)	FY 2020-21 Audited Actuals	FY 2021-22 Unaudited Actuals	FY 2022-23 Unaudited Actuals	FY 2023-24 Approved Annual Plan
Cash Flows from Operations				
Total Cash Receipts	\$234,719	\$256,513	\$279,013	\$258,507 ¹
Total Cash Payments	(\$232,680)	(\$256,047)	(\$271,703)	(\$243,905) ²
Net Cash from Operations	\$2,039	\$465	\$7,310	\$14,602
Cash Flows from Noncapital Financing Activities				
Interest Paid	(\$71)	(\$61)	(\$96)	(\$89)
Repayment of SB 84 pension contribution advanced from State ³	(\$1,172)	(\$1,149)	(\$1,092)	\$0
Net Cash Used in Noncapital Financing Activities	(\$1,243)	(\$1,210)	(\$1,188)	(\$89)
Cash Flows - Capital and Related Financing				
Acquisitions of New Capital Assets	(\$6,591)	(\$9,887)	(\$7,058)	(\$7,214)
Rollover Capital Projects Expensed in Current Year	\$0	\$0	\$0	(\$3,880)
Proceeds from Sale of Capital Assets	\$1,935	\$252	\$15	(\$101)
Net Cash - Capital and Related Financing	(\$4,656)	(\$9,635)	(\$7,043)	(\$11,195)
Cash Flow From Investing Activities				
Interest Received	\$149	\$55	\$182	\$141
Net Cash Flow From Investing Activities	\$149	\$55	\$182	\$141
Cash and Cash Equivalents at Beginning of Year	\$34,835	\$31,124	\$20,799	\$33,563 ⁴
Change in Cash and Cash Equivalents	(\$3,711)	(\$10,324)	(\$739)	\$3,459
Cash and Cash Equivalents at End of Year	\$31,124	\$20,799	\$20,060	\$37,022
Operating Activities Reconciliation				
Revenue	\$237,990	\$246,581	\$273,122	\$258,507
Cost of Goods Sold	(\$191,084)	(\$196,176)	(\$219,154)	(\$202,027)
Selling and Administration ⁵	(\$44,452)	(\$52,756)	(\$50,427)	(\$50,346)
Unallocated Lump-Sum Payouts ⁵	(\$1,830)	(\$1,618)	(\$2,251)	(\$2,080)
FEMA - Reimbursement ⁶	\$0	\$425	\$92	\$0
Operating Income/(Loss)	\$624	(\$3,543)	\$1,381	\$4,054
Non-Operating Revenues/(Expenses)	(\$3,545)	(\$84)	(\$574)	(\$234)
Net Gain/(Loss) (non-GAAP)	(\$2,920)	(\$3,627)	\$807	\$3,820
Adjustments				
Depreciation	\$10,280	\$10,052	\$10,140	\$10,733
Other Fees	(\$97)	\$45	(\$54)	(\$185)
Net Effect of Other Adjustments	(\$8,768)	(\$6,089)	(\$4,157)	\$0
Net Adjustments	\$1,415	\$4,008	\$5,929	\$10,548
Current Year Adjustments				
Net OPEB Liability	(\$1,821)	[\$1,941]	TBD ⁸	\$0
Net Pension Liability	(\$8,694)	[-\$7,760]	TBD ⁸	\$0
Unallocated Workers' Compensation/Personal Leave ⁷	(\$5,986)	[\$421]	[\$794]	\$0
Net Current Year Adjustments	\$0	\$0	\$0	\$0
Net Cash Provided by Operations	\$2,039	\$465	\$7,310	\$14,602

¹ Budget figures are estimated Revenues.

² Budget figures are estimated Cost of Goods Sold + Selling and Administration expenses + Other Revenue/(Expenses) + Unallocated Items - Depreciation.

³ Beginning FY 2020-21, SB84 payment has been moved from operating activities to financing activities.

⁴ To more accurately display the current year activity, Annual Plan numbers reflect Actual Cash and Cash Equivalents FY YTD through May.

⁵ Prior to FY 2020-21, Unallocated Lump Sum Payouts were recorded at cost center level. It is now recorded as unallocated under Selling & Administration.

⁶ FY 2021-22 \$425k and FY 2022-23 \$92k was recorded for FEMA.

⁷ Includes Personal Leave as Workers' Comp is pending PWC Actuarial Report.

⁸ Pending release of reports from the State Controllers Office.

Enterprise Overview

(In Thousands)

Revenue

Cost of
Goods Sold

Gross Profit
(Loss)

Manufacturing

Furniture	\$10,000	\$8,615	\$1,385
Metal Products	\$6,500	\$6,289	\$211
License Plates	\$20,000	\$9,571	\$10,429
General Fabrication	\$10,000	\$9,563	\$437
Bindery	\$1,700	\$1,450	\$250
Knitting Mill	\$1,050	\$997	\$53
Fabric Products	\$16,000	\$12,323	\$3,677
Shoes	\$2,900	\$2,772	\$128
Mattresses	\$4,000	\$2,977	\$1,023
Cleaning Products	\$7,125	\$4,854	\$2,271
Modular Construction	\$3,800	\$2,827	\$973
Sub-Total Manufacturing	\$83,075	\$62,238	\$20,837

Services

Meat Cutting	\$10,547	\$8,720	\$1,827
Bakery	\$1,503	\$895	\$608
Coffee Roasting	\$1,515	\$1,323	\$192
Food & Beverage Packaging	\$27,000	\$21,650	\$5,350
Metal Signs	\$2,000	\$1,272	\$728
Printing	\$6,000	\$4,443	\$1,557
Dental Lab	\$700	\$595	\$105
Digital Services	\$900	\$433	\$467
Laundry	\$12,800	\$10,552	\$2,248
Optical	\$19,000	\$16,164	\$2,836
Construction Services & Facilities Maintenance	\$62,554	\$48,356	\$14,198
Sub-Total Services	\$144,519	\$114,403	\$30,116

Agricultural

Dairy	\$13,600	\$11,441	\$2,159
Crops	\$1,701	\$1,841	(\$140)
Poultry	\$6,900	\$5,893	\$1,007
Egg Production	\$8,712	\$6,211	\$2,501
Sub-Total Agricultural	\$30,913	\$25,386	\$5,527

Total	\$258,507	\$202,027	\$56,480
--------------	------------------	------------------	-----------------

Incarcerated Individual Assignments	FY 2020-21 Actuals ¹	FY 2021-22 Actuals ¹	FY 2022-23 Actuals ¹	FY 2023-24 Approved Annual Plan
Manufacturing				
Furniture	388	316	287	321
Metal Products	223	203	214	261
License Plates	105	118	120	120
General Fabrication	105	92	122	132
Bindery	70	58	67	80
Knitting Mill	40	36	43	60
Fabric Products	816	744	884	1,075
Shoes	91	77	89	113
Mattress	30	25	33	35
Cleaning Products	44	41	40	50
Modular Construction	4	2	2	12
Sub-Total Manufacturing	1,916	1,712	1,901	2,259
Services				
Meatcutting	53	51	57	66
Bakery	56	47	46	60
Coffee Roasting	17	13	15	23
Food & Beverage Packaging	250	266	265	299
Metal Signs	34	27	32	40
Printing	74	73	82	99
Dental Lab	61	54	61	70
Digital Services	13	14	17	18
Laundry	495	515	504	565
Optical	219	200	232	325
Construction Services & Facilities Maintenance	1,107	1,022	1,005	1,211
Sub-Total Services	2,379	2,282	2,316	2,776
Agricultural				
Dairy	94	57	54	60
Crops	13	8	5	5
Poultry	30	43	48	57
Egg Production	11	21	14	20
Sub-Total Agricultural	148	129	121	142
Selling and Administration				
Statewide Administrative Support	144	142	138	227
On-Time Delivery	4	7	8	14
Central Office	8	14	5	23
Career Technical Education Programs	190	170	198	303
Sub-Total Selling and Administration	346	333	349	567
Total	4,789	4,456	4,687	5,744

¹ Actuals are based on the average filled assignments for the FY.

Incarcerated Individual Positions by Location

Average Monthly Filled Assignments

Institution	FY 2020-21 Actuals	FY 2021-22 Actuals	FY 2022-23 Actuals	FY 2023-24 Approved Annual Plan
Avenal State Prison	343	348	402	443
California City Correctional Facility	18	18	15	19
California Correctional Center	35	32	12	0
California Correctional Institution	176	165	197	261
California Health Care Facility Stockton	0	0	0	0
California Institution for Men / On-Time Delivery (South)	139	178	167	205
California Institution for Women	124	95	108	174
California Men's Colony	354	314	376	496
California Rehabilitation Center	24	24	24	24
California State Prison, Lancaster	113	110	107	123
California State Prison, Sacramento	68	68	64	80
California State Prison, Solano / California Medical Facility	453	378	419	574
Calipatria State Prison	27	28	31	31
Centinela State Prison	96	93	99	101
Central California Women's Facility / Valley State Prison	307	279	296	370
Central Office	8	14	5	25
Chuckawalla Valley State Prison	48	49	47	50
Corcoran State Prison / Substance Abuse Treatment Facility / On-Time Delivery (Central)	324	337	337	394
Correctional Training Facility	353	353	382	427
Deuel Vocational Institution	42	0	0	0
Folsom State Prison	365	381	404	494
Folsom Women's Facility / On-Time Delivery (North)	39	23	8	0
High Desert State Prison	29	25	27	30
Ironwood State Prison	26	26	27	28
Kern Valley State Prison	33	27	26	35
Mule Creek State Prison	408	378	380	446
North Kern State Prison	28	27	26	28
Pelican Bay State Prison	78	76	81	91
Pleasant Valley State Prison	28	28	28	31
Richard J. Donovan Correctional Facility	191	173	167	206
Salinas Valley State Prison	67	52	58	94
San Quentin State Prison	234	163	149	191
Sierra Conservation Center	120	100	122	177
Wasco State Prison	91	94	96	96
TOTALS	4,789	4,456	4,687	5,744



Upper: CALPIA's Commercial Diving program at the California Institution for Men

Lower: CALPIA's Digital Services (Braille Transcription) program at Folsom State Prison

CALPIA Enterprise, Career Technical Education (CTE), and Joint Venture (JV) Locations

1 Pelican Bay State Prison (PBSP)

- Construction Services & Facilities Maintenance
- Laundry
- Support Services
- **CTE Programs**
- Computer-Aided Design
- Computer Coding

2 High Desert State Prison (HDSP)

- Construction Services & Facilities Maintenance
- Support Services
- **JV Program**
- Barnum Farming

3 Folsom State Prison (FSP)

- Construction Services & Facilities Maintenance
- Digital Services
- License Plates
- Metal Products
- Metal Signs
- Modular Building
- Printing
- Support Services
- **CTE Programs**
- Computer-Aided Design
- Pre-Apprentice Carpentry
- Pre-Apprentice Construction Labor
- Pre-Apprentice Iron Worker
- Pre-Apprentice Roofing

4 CSP Sacramento (SAC)

- Construction Services & Facilities Maintenance
- Laundry

5 California Medical Facility (CMF)

- Construction Services & Facilities Maintenance

6 CSP Solano (SOL)

- Bindery
- Construction Services & Facilities Maintenance
- Laundry
- Metal Products
- Optical
- Support Services
- **JV Program**
- Customer Model Laundry

7 Mule Creek State Prison (MCSP)

- Coffee Roasting
- Construction Services & Facilities Maintenance
- Fabric Products
- Food & Beverage Packaging
- Laundry
- Meat Cutting
- Support Services

8 California Health Care Facility (CHCF)

- Construction Services & Facilities Maintenance

9 CSP San Quentin (SQ)

- Construction Services & Facilities Maintenance
- Mattress
- **CTE Programs**
- Computer Coding
- Pre-Apprentice Construction Labor

10 Sierra Conservation Center (SCC)

- Construction Services & Facilities Maintenance
- Fabric Products

11 Valley State Prison (VSP)

- Construction Services & Facilities Maintenance
- Laundry
- Optical

12 Central California

- **Women's Facility (CCWF)**
- Construction Services & Facilities Maintenance
- Crops
- Dental Lab
- Optical
- Support Services
- **CTE Programs**
- Pre-Apprentice Carpentry
- Pre-Apprentice Construction Labor
- **JV Program**
- Allwire

13 Correctional Training Facility (CTF)

- Construction Services & Facilities Maintenance
- Fabric Products
- Furniture
- Support Services

14 Salinas Valley State Prison (SVSP)

- Construction Services & Facilities Maintenance

15 Pleasant Valley State Prison (PVSP)

- Construction Services & Facilities Maintenance

16 CSP Corcoran (COR)

- Construction Services & Facilities Maintenance
- Crops
- Dairy
- Food & Beverage Packaging
- Laundry
- Support Services

17 Substance Abuse Treatment Facility (SATF)

- Construction Services & Facilities Maintenance
- Food & Beverage Packaging

18 Avenal State Prison (ASP)

- Construction Services & Facilities Maintenance
- Egg Production
- Furniture
- General Fabrication
- Laundry
- Poultry
- Support Services

19 North Kern State Prison (NKSP)

- Construction Services & Facilities Maintenance

20 Kern Valley State Prison (KVSP)

- Construction Services & Facilities Maintenance
- Support Services

21 Wasco State Prison (WSP)

- Construction Services & Facilities Maintenance
- Laundry

22 California Men's Colony (CMC)

- Construction Services & Facilities Maintenance
- Fabric Products
- Knitting Mill
- Printing
- Shoes
- Support Services

23 California Correctional Institution (CCI)

- Construction Services & Facilities Maintenance
- Fabric Products

24 CSP Los Angeles County (LAC)

- Cleaning Products
- Construction Services & Facilities Maintenance
- Laundry
- Support Services
- **JV Program**
- Goldpoint Homes

25 California Institution for Men (CIM)

- Construction Services & Facilities Maintenance
- Food & Beverage Packaging
- Laundry
- Support Services
- **CTE Programs**
- Commercial Diving
- Pre-Apprentice Construction Labor

26 California Rehabilitation Center (CRC)

- Construction Services & Facilities Maintenance

27 California Institution for Women (CIW)

- Construction Services & Facilities Maintenance
- Fabric Products
- **CTE Programs**
- Computer Coding
- Pre-Apprentice Carpentry
- Pre-Apprentice Construction Labor

28 Chuckawalla Valley State Prison (CVSP)

- Construction Services & Facilities Maintenance
- Laundry
- Support Services

29 Ironwood State Prison (ISP)

- Construction Services & Facilities Maintenance

30 Calipatria State Prison (CAL)

- Construction Services & Facilities Maintenance

31 R.J. Donovan Correctional Facility (RJD)

- Bakery
- Construction Services & Facilities Maintenance
- Laundry
- Shoes
- Support Services

32 Centinela State Prison (CEN)

- Construction Services & Facilities Maintenance
- Fabric Products
- Support Services

CALPIA Enterprise, Career Technical Education (CTE), and Joint Venture (JV) Locations



Approved by the California Prison Industry Board
on December 19, 2023



12192303

CALIFORNIA PRISON INDUSTRY AUTHORITY
560 E Natoma Street, Folsom, CA 95630
916.358.1802 • calpia.ca.gov

**FOLLOW CALPIA
ON SOCIAL MEDIA**

