



# CALPIA

## REPORT TO THE LEGISLATURE FY 2023-24

★ *QUALITY PRODUCTS*

★ *CHANGED LIVES*

★ *A SAFER CALIFORNIA*



**Gavin Newsom**  
Governor  
State of California

## California Prison Industry Board



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Chair  
Secretary, California Department of  
Corrections and Rehabilitation



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Vice-Chair  
Senate Appointee



**Dr. Armond Aghakhanian**  
Assembly Appointee



**Dawn Davison**  
Governor Appointee



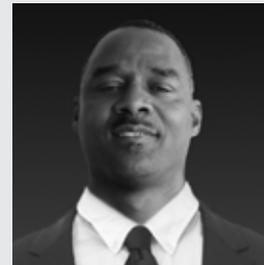
**Michael Lopez**  
Governor Appointee



**Felipe Martin**  
Senate Appointee



**Katherine Minnich**  
Statutory Appointee



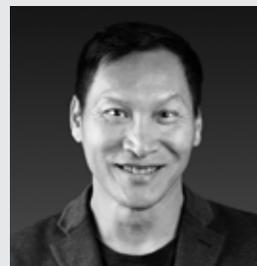
**Kyle Patterson**  
Governor Appointee



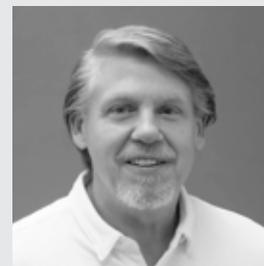
**Carlos Quant**  
Statutory Appointee



**Troy Vaughn**  
Governor Appointee



**Eddy Zheng**  
Assembly Appointee



**William Davidson**  
Executive Officer

The Prison Industry Board's Fiscal Year 2023-24 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 2023–24

# Table of Contents

Committed to Public Safety.....	1
CALPIA Mission Statement.....	2
Correctional Industries.....	3
Career Technical Education.....	4
Joint Venture Program.....	5
Industry Employment Program.....	6
State Apprenticeships.....	7
Accredited Certifications.....	8
Second UC Study on Recidivism Shows CALPIA Job Training Programs are Effective.....	11
CALPIA Offers Pre-Apprentice Training in Modular Building Enterprise.....	12
Successful Outcomes.....	13
CALPIA Launches Entry to Employment Program.....	17
Incarcerated Individuals Secure State Job Offers.....	18
Enterprise Improvements.....	19
Improved Processes.....	21
Summary of Prison Industry Board Action Items FY 2023–2024.....	23
Financial Plan.....	33
Enterprise Overview.....	34
Incarcerated Individual Assignments.....	35
Incarcerated Individuals by Location.....	36
CALPIA Enterprise, Career Technical Education, and Joint Venture Location Map.....	39



## 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.

**Top of page:** CALPIA graduation at the California Institution for Women

### CALPIA STATUTORY OBJECTIVES<sup>1</sup>

- 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 provides incarcerated individuals with life-changing career development opportunities so they may be productive, successful contributors when they return to their communities. As a self-funded state entity, CALPIA prioritizes rehabilitation through vocational programs and supporting second chances, while training participants to produce quality products and services for its customers.

### CALPIA PROGRAM GOAL

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

Goal 1: *Enhance Incarcerated Individuals' Lives to Reduce Recidivism*

Goal 2: *Foster Continuous Improvement and Professional Development*

Goal 3: *Produce High Quality, Sustainable Products and Services for Customers*

### CALPIA VISION

To lead in career training and rehabilitation for incarcerated individuals by delivering innovative life and vocational programs for successful reentry.

### CALPIA VALUES

- Leadership
- Rehabilitation
- Professionalism
- Integrity
- Teamwork
- Innovation
- Safety
- Accountability

### 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 5,800 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 year<sup>2</sup>.

2. CALPIA Economic Impact Report FY 2012-13

[www.calpia.ca.gov/news/publications/economic-impact-report-2012-13/](http://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](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. Foster Continuous Improvement and Professional Development
3. Produce High Quality, Sustainable Products and Services for Customers

Above: CALPIA graduates at San Quentin Rehabilitation Center



"CALPIA manages more than 100 manufacturing, service and consumable enterprises in all CDCR institutions, with approximately 5,800 incarcerated individuals."

**Left:** CALPIA's Metal Products enterprise at Folsom State Prison

**Below:** CALPIA's Metal Products enterprise participants at Folsom State Prison

## Correctional Industries

CALPIA manages more than 100 manufacturing, service and consumable enterprises in all CDCR institutions, with approximately 5,800 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 \$177.1 million (62.2%) of all sales in FY 2023-24, \$172.9 million (63.3%) of all sales in FY 2022-23, and \$157.0 million (63.7%) of all sales in FY 2021-22. 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.



# 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, 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 include 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.

**"When released, program graduates can obtain employment in their specific apprenticeship fields."**

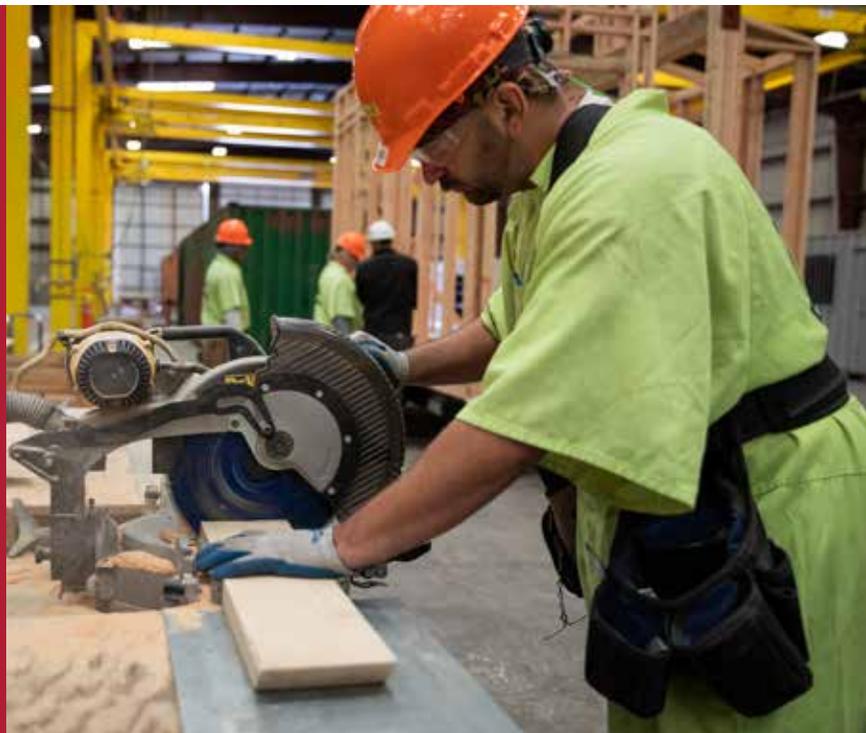


**Above:** CALPIA's Computer Coding (Code.7370) program at the California Institution for Women

**Below:** CALPIA's Pre-Apprentice Carpentry program

## 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





CALPIA's Joint Venture Program at Central California Women's Facility check presentation to a local charity

## 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 individuals 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 \$37,790 for crime victim restitution in FY 2023-24.



CALPIA graduation at San Quentin Rehabilitation Center, March 2024

## 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 to assist individuals with job required documents. IEP offers services to help incarcerated individuals obtain birth certificates, driver's licenses, social security replacement cards, veteran's benefits and out-of-state birth certificates.

In December 2023, IEP started the Entry to Employment Network (E2E). E2E is the first-of-its-kind in a correctional environment to offer real job opportunities from employers before incarcerated individuals return to their communities. Please see page 17 for more information on E2E.





## 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 throughout each CALPIA enterprise. During FY 2023-24, there were 2,126 incarcerated individuals registered into the state apprenticeship program with 689 incarcerated individuals completing an apprenticeship program.

**Top of page:** CALPIA graduation at Folsom State Prison, October 2023

**Right top:** Graduates show off Apprenticeship Certifications

**Right bottom:** CALPIA's Optical enterprise at Central California Women's Facility



"During FY 2023-24, there were 2,126 incarcerated individuals registered into the state apprenticeship program with 689 incarcerated individuals completing an apprenticeship program."

# 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.

In FY 2023-24, 5,513 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.



Above: CALPIA's Optical enterprise at Valley 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



*CALPIA invests in curriculum for incarcerated individuals, offering 128 nationally recognized accredited certifications.*



# Second UC Study on Recidivism Shows CALPIA Job Training Program are Effective

A second University of California, Irvine recidivism study shows most all job training programs and enterprises through CALPIA are equally matched when it comes to lower rates of rearrests, reconvictions, and reincarcerations among participants.

In October 2023, The California Prison Industry Board adopted the study entitled, “The Effect of Correctional Career Training on Recidivism: An Evaluation of California Prison Industry Authority: Comparison Among CALPIA Programs.”

The study was completed by Dr. Susan F. Turner and Dr. James Hess and through the Center for Evidence-Based Corrections at the University of California, Irvine (UCI).

The study analyzed individuals who participated in CALPIA programs by separating the CALPIA programs into thirteen different groups, placing similar programs together. The strategy was the same used as in the previous report which examined arrest, conviction and return to custody.

The first UCI Recidivism Study was completed in 2021 and 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 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% of CALPIA participants had been returned to custody, which means 85% do not return back to prison. The UCI study utilized 8,603 incarcerated individuals released from custody from CDCR.



“By three years after release, only 15% of CALPIA participants had been returned to custody, which means 85% do not return back to prison.”



“Asking the question, do we see any differences in numbers when individuals return to the community in terms of rearrests, reconvictions, or returning to custody? The answer is yes, when they go through a CALPIA program all these numbers are lower.”

– **Dr. Susan F. Turner**  
**Center for Evidence-Based Corrections**  
**University of California, Irvine**

“These results prove that CALPIA’s job training programs work – no matter what program is available, incarcerated individuals will benefit by participating in the long run.”

– **Bill Davidson**  
**CALPIA General Manager**

# CALPIA Offers Pre-Apprentice Training in Modular Building Enterprise

CALPIA's Modular Building enterprise (MBE) designs and manufactures modular buildings for state and other government agencies. The MBE enterprise began operations in 2006, at Folsom State Prison.

CALPIA partners with local trade unions; Northern California Laborers Union and Northern California Carpenters Union. Incarcerated individuals receive technical training in the classroom as well as on-the-job training under the guidance of experienced

professionals. The pre-apprenticeship programs offered through MBE teach incarcerated individuals construction skills they can use to successfully obtain meaningful employment when they return to their communities.

**Top two pictures:** Modular Building enterprise at Folsom State Prison

**Bottom picture:** Modular Building enterprise moving day at the California State Prison, Sacramento



"Thousands of incarcerated individuals have received training through CALPIA, and many of those graduates have successful careers."



## 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.





## TONY CURTIS

Tony Curtis graduated from CALPIA's Healthcare Facilities Maintenance program and former General Facilities Maintenance and Repair programs at Centinela State Prison. Mr. Curtis also was part of the first incarcerated group to receive their Optician certifications through the American Board of Opticianry in CALPIA's Optical program. Mr. Curtis returned to his community in 2020 and started working weekends as an Environmental Services Technician at a San Diego Hospital providing COVID cleaning along with working as a Journeyman for construction firm Henkels and McCoy. Mr. Curtis is now the co-owner of a construction company, which was the first company to partner with Lowe's and has expanded to Walmart for solar services in the Southern California area. In addition to his construction career, Mr. Curtis is a Senior Pastor of a Southern California church.

*"The skills I learned through the CALPIA programs were crucial to my success and they were directly transferable to the jobs that I acquired. It has opened up a lot of doors for me and I am truly blessed. The fact that I have met the love of life, I am happily married, and just purchased a new home speaks volumes to the success of my early beginnings at CALPIA."*

**- TONY CURTIS**



## AMALIA BRYANT

Amalia Bryant graduated from CALPIA's Pre-Apprentice Construction Labor, Pre-Apprentice Carpentry, and Computer Coding programs at the California Institution for Women. CALPIA partners with the trade unions for the pre-apprentice programs and with non-profit The Last Mile for the coding program. Ms. Bryant returned to her community in 2020 and immediately started working as an Office Assistant in clerical. She then pursued her passion in technology and was hired by software company Checkr for a full-time apprenticeship position. She has since been promoted, as is now a Software Engineer for the company.

*"The opportunities I was afforded through CALPIA, The Last Mile, and of course the support of my family has helped with my successful reentry into the community. I utilized all the resources available to me while I was incarcerated and now, I am a Software Engineer and I love my career."*

**- AMALIA BRYANT**





## KENYATTA KALISANA AND DAVID CALVERT

Kenyatta Kalisana and David Calvert are former graduates of CALPIA, and both oversee CALPIA's Commercial Dive Program at the California Institution for Men.

Mr. Kalisana is the Lead Commercial Dive Instructor who had a successful career in the dive industry for more than 12 years before coming to work for CALPIA. Mr. Kalisana graduated from CALPIA's Commercial Dive program. He returned to his community in 2008 and started working in California and the Gulf of Mexico as a certified welder and commercial diver. He worked on major construction projects for power plants, rivers, and dams.

Mr. Calvert is the Assistant Dive Instructor for CALPIA. He took education courses and a welding class at the California Institution for Men and then transferred to California Correctional Institution. He graduated from CALPIA's Fabric and Textile enterprise and then returned to his community in 2009. After his release, he attended a private commercial diving school. He received his diving certification all while welding in the refineries at night. Mr. Calvert had a successful career as a deep gas diver in the Gulf of Mexico. He is expected to earn his Master's Degree in Project Management by 2025.

"CALPIA gave me the opportunity and skills to be successful as a Commercial Diver. I am now back in prison, not as an incarcerated individual, but as a Dive Instructor helping others to achieve their fullest potential as divers, underwater welders, and outstanding employees."

**- KENYATTA KALISANA**

"It is great to come back full circle from where my success story began. I took what CALPIA taught me about hard work and responsibility and utilized it to become a successful commercial diver. Now I get to come back and help these men make their own success stories."

**-DAVID CALVERT**

# CALPIA Launches Entry to Employment Program

For the first time, incarcerated individuals are connecting with employers and securing job offers before leaving prison through the Entry to Employment (E2E) network. CALPIA, in partnership with the California Employment Development Department (EDD), is offering the web-based employment network through contract provider Geographic Solutions.

The E2E network opens the door for incarcerated individuals to access EDD's second-chance employer list and job offerings through CalJOBS, in addition to other popular employment websites. The E2E Network also allows the private business sector to access a more qualified and trained workforce in a market that frequently struggles to find qualified employees.

CALPIA's Workforce Development Coordinators help incarcerated individuals at CDCR prisons with their resumes and pre-employment preparations. Once an individual is on the network, they can search for jobs that match their skills and qualifications. E2E displays positive employer matches and provides the functionality for incarcerated individuals to apply for available opportunities.

**Right:** CALPIA employee helps E2E participant at Folsom State Prison

Douglas Woodall was the first applicant who was hired using the E2E network while incarcerated at California State Prison, Solano. Mr. Woodall was hired by a leading manufacturing company and is extremely grateful.

Individuals who have approximately 180 days left on their sentence and who are part of CALPIA's job training programs can participate in the secure job-seeking network. The E2E network started at California State Prison, Solano in January 2024 and will be available at every prison in California by the end of 2025.



“The Entry to Employment network is a game changer when it comes to successful reentry for incarcerated individuals. CALPIA wants individuals to have a career before they return to their communities and this first-of-its-kind network is definitely helping in the process.”

– **Bill Davidson**

**CALPIA General Manager**

“The E2E system helped me land a job. I was able to build a professional resume and get an early start applying for jobs in prison which was beneficial in the job hunt.”

– **Douglas Woodall**

**CALPIA Graduate**

“The E2E network provides that valuable guidance on how to get a job in the modern world and allows incarcerated individuals to take that experience with them.”

– **Rusty Bechtold**

**CALPIA's Assistant General Manager  
Workforce Development**



CALPIA General Manager Bill Davidson with E2E participant Douglas Woodall



CALPIA E2E participant at the California State Prison, Solano



CALPIA E2E participants at the California State Prison, Solano



CALPIA's Computer Coding (Code.7370) program at San Quentin Rehabilitation Center

## Incarcerated Individuals Secure State Job Offers

A third hiring event organized by CALPIA along with multiple state agencies proved successful for incarcerated individuals to secure state job offers. The hiring event held at Sierra Conservation Center prepared incarcerated individuals to qualify for state jobs within the California Department of Transportation (Caltrans) before returning to their communities. In total, 31 incarcerated individuals have received conditional job offers from the hiring events held at California State Prison, Solano in 2019, Central California Women's Facility in 2021, and at the Sierra Conservation Center in 2023.

Representatives from CALPIA, along with CDCR, Caltrans, the California Government Operations Agency, the California Department of Human Resources, and the California Workforce Development Board all participated in the Civil Service Workgroup.

Incarcerated individuals are taught the process of getting a state job which includes participants taking the entry-level Highway Maintenance Worker exam. Organizers held several meetings which included introducing participants to computers, how to create a CalCareers account and how to complete a state application. Interviews took place on prison grounds.



**Above and below:** CALPIA participants interview for entry-level positions at a hiring event at the Sierra Conservation Center





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



A CALPIA Commercial Diving program student

# Enterprise Improvements

## UPDATING DISABLED PERSON PLACARDS

CALPIA is working with the California Department of Motor Vehicles (DMV) to update the current Disabled Person placard to contain a Quick Response (QR) code. The placard QR code will contain variable data supplied by the DMV. The placards are being upgraded for additional anti-counterfeit measures.

## ADDING A NEW HIGH-EFFICIENCY CLEANING PRODUCT

CALPIA has created its first high-efficiency laundry detergent. Ultimate Laundry III is a high efficiency laundry detergent designed to fight stains for commercial use and can be used on standard washing machines, as well. It is powered by enzymes to effectively clean and brighten fabrics. CALPIA's customers which are government agencies and departments will benefit from this premium high efficiency laundry detergent.

## OFFERING NEW JUICE FLAVORS

CALPIA has added three new flavors to its juice products including, Apple Mango, Apple Peach and Apple Lemonade. The new juices are vitamin fortified and come in convenient four-ounce serving pouches.

## UPDATING MACHINE TECHNOLOGY TO HELP INCARCERATED INDIVIDUALS

CALPIA has added new machinery to allow dye sublimation printing. This technology allows for digital printing on fabric and is on trend with competing industries. Dye sublimation printing will help incarcerated individuals further their skills in digital printing. CALPIA provides the United States and the California flag and is now expanding to a larger variety of flags and banners with this new technology.



**Above:** The new Disabled Person placard for the Department of Motor Vehicles (DMV)

**Below:** CALPIA's new dye sublimation printing machinery at the Correctional Training Facility



## PROVIDING EVOLUTIONARY FURNITURE

CALPIA is offering more modern furniture lines that include clean lines and tight angles. The new furniture lines Tribute, Galaxy, and Compass create high-performance workplaces. CALPIA is providing the latest in furniture manufacturing with modern edgebanders that allow for durable edge detail. Each component can be combined to form a variety of layouts. CALPIA's Modular System product lines offer a tremendous variety of design options to fit a wide range of applications throughout the state.

## MODERNIZING EFFICIENCY AND REDUCING WASTE

CALPIA experienced a modern automation systems overhaul in milk packaging. A new Programmable Logic Controller (PLC) was updated to provide system integration, health and safety testing, along with comprehensive training on modern technology to incarcerated individuals. The new PLC reduces waste and provides efficiency in milk packaging.



**Above:** CALPIA's Tribute furniture line

**Below:** CALPIA reduces waste and provides efficiency in milk packaging at the California State Prison, Corcoran



## Improved Processes

### IMPLEMENTING A NEW ENTERPRISE RESOURCE PLANNING TOOL - SAGE X3

CALPIA continues its multi-year effort of implementing a new business software application, Sage X3, to replace the agency's Enterprise Resource Planning (ERP) tool. Sage X3 offers the organization a modern user interface and an infrastructure to support real-time reporting of financial and operational data. The application is also providing CALPIA with opportunities to standardize and streamline processes while training staff and incarcerated individuals on an innovative and robust manufacturing business technology.

During the past fiscal year, CALPIA successfully piloted the new ERP system at Folsom State Prison, California State Prison, Sacramento and CALPIA's Central Office. The teams utilizing Sage X3 are already experiencing the benefits of enhanced shop floor control, barcoding, purchasing and inventory management. Sage X3 will be available at all CALPIA locations by 2025. The efficiencies will provide users with increased bandwidth to focus on CALPIA's greatest priority to help incarcerated individuals gain job skills for successful reentry.

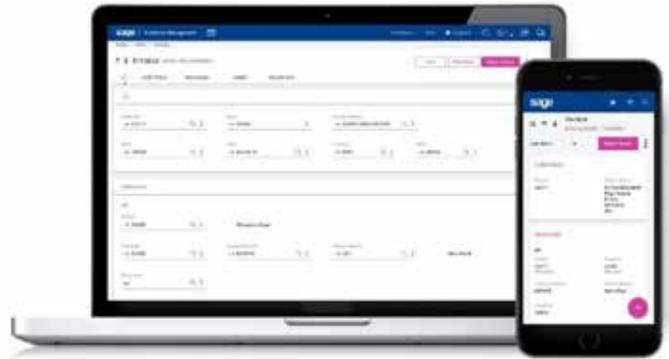
### INCREASING SUSTAINABILITY

CALPIA is reducing its environmental impact through sustainable government operations and practices. CALPIA is focused on energy-efficient building design and construction, environmentally friendly purchasing, and using zero-emission state vehicles. To support this, state agencies must purchase zero-emission vehicles (ZEVs) and increase charging stations to reach the goal of 5 million ZEVs on the road by 2030. CALPIA is working to install additional public and employee electric vehicle chargers and to ensure at least 50% of its light-duty fleet are ZEV or hybrid options.

**Above:** CALPIA employee trains incarcerated individual in SAGE X3 at the California State Prison, Sacramento

**Below:** New electric vehicle charging stations at CALPIA's Central Office

# sage X3



Sage X3 desktop and mobile applications



## HIGHLIGHTING CALPIA'S STRATEGIC BUSINESS PLAN

In June, CALPIA concluded the agency's 2021 - 2024 Strategic Business Plan. The organization successfully completed 29 of the 30 outlined objectives with the final objective slated to conclude in 2025. Each measurable milestone and task outlined in the plan was the result of the diverse feedback gathered from CALPIA staff, current and formerly incarcerated individuals, business partners, customers, and the Prison Industry Board.

The primary focus areas identified across the 677 contributors included:

- Provide further support to incarcerated individuals in reentry and career services
- Modernize various areas of the agency's technology infrastructure and systems
- Increase awareness about CALPIA's mission and purpose
- Improve processes that support customer service and staff development.

CALPIA plans to reach even more contributors for the 2024 - 2027 Strategic Business Plan with the organization staying focused on its vision, goals, and values. The plan ensures activities stay in alignment with CALPIA's mission to reduce recidivism by providing life-changing career training opportunities.

## LAUNCHING NEW ACADEMY FOR SUCCESSION PLANNING

CALPIA is taking a comprehensive approach to workforce and succession planning which includes a new Executive Leadership Academy. The intensive six-month academy develops future agency executive leaders. Participants receive individual coaching, presentations from the executive team, and opportunities to drive change within the organization. The CALPIA Ambassador and Mentoring Program (CAMP) was also launched in 2024. CAMP pairs staff from different program areas to mentor each other on the agency's mission, vision, and values.

**Above:** CALPIA Chief Assistant General Manager Suzie Changus gathers feedback from incarcerated individuals during a Strategic Business Plan session

**Below:** CALPIA General Manager Bill Davidson speaks at CALPIA's Executive Leadership Academy session



## Summary of Prison Industry Board Action Items FY 2023-2024

California Prison Industry Board Members met throughout FY 2023-24. They voted on several action items that are relevant to CALPIA. The Board serves as a public hearing body created to ensure that both CALPIA enterprises are self-sufficient and they do not

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



Prison Industry Board Meeting

## Summary of Prison Industry Board Action Items - FY 2023-2024

MEETING DATE	ITEM NUMBER	ACTION ITEMS
10/10/2023	23-1010-465-AI	<b>A</b> CALPIA Recidivism Update: Phase II
	23-1010-466-AI	<b>B</b> Amend Regulations: Title 15, Division 8, Section 8004
	23-1010-467-AI	<b>C</b> Amend Regulations: Title 15, Division 8, Section 8004.2
12/19/2023	23-1219-468-AI	<b>A</b> Adopt Regulations: Grievance and Appeals - Title 15, Division 8, Article 5, Sections 8480-8488
	22-1220-459-AI	<b>B</b> California Prison Industry Authority Cleaning of Psychiatric Inpatient Program (PIP) Area at California Medical Facility
	23-1219-470-AI	<b>C</b> California Prison Industry Authority's Report to Legislature, Fiscal Year 2022-23
3/26/2024	24-0326-471-AI	<b>A</b> California Prison Industry Authority Additional Cleaning Space of the Psychiatric Inpatient Program Area at California Medical Facility
6/25/2024	24-0625-472-AI	<b>A</b> Closure of e-Waste Enterprise
	24-0625-473-AI	<b>B</b> Approval of CALPIA's Proposed Annual Plan for Fiscal Year 2024-25
	24-0625-474-AI	<b>C</b> Approval of CALPIA's Designation of Cash to Support Fiscal Year 2024-25 Annual Plan



**Top left:** Prison Industry Board Member Felipe Martin and Kyle Patterson at the State Capitol  
**Top right:** Prison Industry Board Executive Officer and CALPIA General Manager Bill Davidson  
**Bottom left:** Prison Industry Board Member Eddy Zheng  
**Bottom middle:** Prison Industry Board Member Katherine Minnich  
**Bottom right:** Prison Industry Board Member Dr. Armond Aghakhanian



**Top left:** Prison Industry Board Member Dawn Davison  
**Top right:** Prison Industry Board Member Michael Lopez  
**Bottom left:** Prison Industry Board Member Carlos Quant  
**Bottom middle:** Prison Industry Board Chair Jeff Macomber  
**Bottom right:** Prison Industry Board Member Troy Vaughn



**Top:** CALPIA's Bakery enterprise at R.J. Donovan Correctional Facility  
**Bottom:** CALPIA's AutoCAD program at Folsom State Prison



**Top:** CALPIA's Dental enterprise at the Central California Women's Facility

**Bottom:** CALPIA's Healthcare Facilities Maintenance (HFM) program is offered at every CDCR prison

<b>Financial Plan</b> (In Thousands)	<b>FY 2021-22</b> Audited Actuals	<b>FY 2022-23</b> Unaudited Actuals	<b>FY 2023-24</b> Unaudited Actuals	<b>FY 2024-25</b> Approved Annual Plan
<b>Revenues</b>				
Manufacturing	\$74,210	\$94,814	\$102,303	\$85,440
Services	\$140,726	\$143,572	\$154,663	\$163,447
Agricultural	\$31,645	\$34,736	\$27,645	\$27,607
<b>Total Revenue</b>	<b>\$246,581</b>	<b>\$273,122</b>	<b>\$284,611</b>	<b>\$276,494</b>
<b>Expenses</b>				
<b>Cost of Goods Sold<sup>1</sup></b>				
Manufacturing	\$59,487	\$70,732	\$79,069	\$64,619
Services	\$109,925	\$116,833	\$123,283	\$132,867
Agricultural	\$26,764	\$31,597	\$23,658	\$22,716
Total Cost of Goods Sold	\$196,176	\$219,162	\$226,010	\$220,202
<b>Gross Profit</b>	<b>\$50,405</b>	<b>\$53,960</b>	<b>\$58,601</b>	<b>\$56,292</b>
<b>Selling and Administration<sup>1</sup></b>				
<b>Central Office</b>				
Prison Industry Board	\$31	\$60	\$124	\$230
Executive Management	\$777	\$926	\$1,230	\$1,102
Legal	\$1,113	\$1,032	\$1,162	\$1,356
External Affairs	\$509	\$548	\$534	\$592
Information Systems / Project Management	\$8,429	\$6,921	\$7,940	\$8,867
Operations Division	\$3,300	\$1,264	\$1,697	\$647
Marketing Division	\$8,622	\$7,788	\$7,261	\$7,817
Administration Division	\$6,010	\$4,768	\$4,600	\$4,546
Fiscal Services Division	\$6,017	\$4,599	\$4,658	\$5,960
Sub-total Central Office	\$34,807	\$27,906	\$29,206	\$31,117
<b>Distribution/Transportation</b>	<b>\$15,898</b>	<b>18,201</b>	<b>\$18,254</b>	<b>\$16,818</b>
<b>Total Selling and Administration</b>	<b>\$50,705</b>	<b>\$46,107</b>	<b>\$47,460</b>	<b>\$47,935</b>
<b>Incarcerated Development Programs<sup>1</sup></b>				
Workforce Development Management	\$704	\$475	\$540	\$713
Industry Employment Program	\$2,337	\$2,417	\$2,319	\$2,034
Joint Venture/Free Venture	\$493	\$1,069	\$1,103	\$1,185
Reimbursement	(\$1,022)	(\$1,195)	(\$1,035)	(\$1,035)
Career Technical Education	\$5,050	\$6,833	\$4,729	\$4,965
Reimbursement	(\$5,512)	(\$5,290)	(\$2,600)	(\$2,600)
Total Incarcerated Development Programs	\$2,050	\$4,309	\$5,056	\$5,262
<b>Lump Sum Payouts</b>	<b>\$1,618</b>	<b>\$2,251</b>	<b>\$1,275</b>	<b>\$2,476</b>
FEMA - Reimbursement <sup>2</sup>	(\$425)	(\$92)	\$0	
<b>Operating Income/(Loss)</b>	<b>(\$3,543)</b>	<b>\$1,385</b>	<b>\$4,810</b>	<b>\$619</b>
Non-Operating Revenues/(Expenses)	(\$84)	(\$574)	(\$2,534)	\$210
<b>Net Gain/(Loss) [non-GAAP]</b>	<b>(\$3,627)</b>	<b>\$811</b>	<b>\$2,276</b>	<b>\$829</b>
<b>Unallocated Items</b>				
Unallocated Personal Leave	(\$298)	(\$794)	\$649	-
Unallocated Workers' Compensation	\$720	\$371	\$912	-
Unallocated Other Post Employment Benefits <sup>3</sup>	\$1,941	(\$18,236)	TBD <sup>4</sup>	-
Unallocated Pension	(\$7,760)	(\$608)	TBD <sup>4</sup>	-
<b>Total Unallocated Items</b>	<b>(\$5,398)</b>	<b>(\$19,267)</b>	<b>TBD<sup>4</sup></b>	<b>\$0</b>
<b>Net Gain/(Loss) [GAAP]</b>	<b>\$1,771</b>	<b>\$20,078</b>	<b>TBD<sup>4</sup></b>	<b>\$829</b>
<i>The items shown below are for display purposes only and are included above.</i>				
Net Pension Liabilities	(\$47,980)	\$54,380	TBD <sup>4</sup>	-
State Pro Rata	\$12,951	\$10,972	\$8,941	\$10,841
SB 84 Liability	\$1,179	\$1,179	\$1,179	\$503
Legal Settlements	\$181	\$81	\$3	\$150

<sup>1</sup> Prior to FY 2022-23, Selling & Administration and Offender 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.

<sup>2</sup> FY 2021-22, \$425k and FY 2022-23 \$92K was recorded for FEMA.

<sup>3</sup> 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.

<sup>4</sup> Pending release of audited data.

# Enterprise Overview

(In Thousands)	Revenue	Cost of Goods Sold	Gross Profit (Loss)
<b>Manufacturing</b>			
Furniture	\$10,000	\$9,211	\$789
Metal Products	\$7,000	\$6,671	\$329
License Plates	\$21,000	\$9,596	\$11,404
General Fabrication	\$10,000	\$9,560	\$440
Bindery	\$2,700	\$1,337	\$1,363
Knitting Mill	\$1,140	\$1,116	\$24
Fabric Products	\$16,500	\$13,951	\$2,549
Shoes	\$4,300	\$3,578	\$722
Mattresses	\$3,000	\$2,382	\$618
Cleaning Products	\$7,300	\$5,389	\$1,911
Modular Construction	\$2,500	\$1,829	\$671
<b>Sub-Total Manufacturing</b>	<b>\$85,440</b>	<b>\$64,620</b>	<b>\$20,820</b>
<b>Services</b>			
Meat Cutting	\$11,263	\$10,199	\$1,064
Bakery	\$1,503	\$976	\$527
Coffee Roasting	\$1,700	\$1,468	\$232
Food & Beverage Packaging	\$26,000	\$21,819	\$4,181
Metal Signs	\$2,350	\$1,451	\$899
Printing	\$6,500	\$4,835	\$1,665
Dental Lab	\$700	\$630	\$70
Digital Services	\$700	\$435	\$265
Laundry	\$13,000	\$11,209	\$1,791
Optical	\$20,000	\$17,184	\$2,816
Construction Services & Facilities Maintenance	\$79,731	\$62,660	\$17,071
<b>Sub-Total Services</b>	<b>\$163,447</b>	<b>\$132,866</b>	<b>\$30,581</b>
<b>Agricultural</b>			
Dairy	\$12,957	\$10,999	\$1,958
Poultry	\$6,800	\$5,901	\$899
Egg Production	\$7,850	\$5,816	\$2,034
<b>Sub-Total Agricultural</b>	<b>\$27,607</b>	<b>\$22,716</b>	<b>\$4,891</b>
<b>Total</b>	<b>\$276,494</b>	<b>\$220,202</b>	<b>\$56,292</b>

<b>Incarcerated Individual Assignments</b>	FY 2021-22 Actuals <sup>1</sup>	FY 2022-23 Actuals <sup>1</sup>	FY 2023-24 Actuals <sup>1</sup>	FY 2024-25 Approved Annual Plan
<b>Manufacturing</b>				
Furniture	316	287	300	321
Metal Products	203	214	219	261
License Plates	118	120	120	120
General Fabrication	92	122	126	132
Bindery	58	67	51	80
Knitting Mill	36	43	41	60
Fabric Products	744	884	916	1,075
Shoes	77	89	92	113
Mattress	25	33	33	35
Cleaning Products	41	40	40	50
Modular Construction	2	2	4	12
<b>Sub-Total Manufacturing</b>	<b>1,712</b>	<b>1,901</b>	<b>1,942</b>	<b>2,259</b>
<b>Services</b>				
Meatcutting	51	57	59	66
Bakery	47	46	43	60
Coffee Roasting	13	15	18	23
Food & Beverage Packaging	266	265	254	299
Metal Signs	27	32	32	40
Printing	73	82	82	99
Dental Lab	54	61	61	70
Digital Services	14	17	16	18
Laundry	515	504	474	565
Optical	200	232	273	365
Construction Services & Facilities Maintenance	1,022	1,005	978	1,240
<b>Sub-Total Services</b>	<b>2,282</b>	<b>2,316</b>	<b>2,290</b>	<b>2,845</b>
<b>Agricultural</b>				
Dairy	57	54	50	60
Crops	8	5	1	-
Poultry	43	48	47	57
Egg Production	21	14	15	20
<b>Sub-Total Agricultural</b>	<b>129</b>	<b>121</b>	<b>113</b>	<b>137</b>
<b>Selling and Administration</b>				
Statewide Administrative Support	142	138	137	227
On-Time Delivery	7	8	8	14
Central Office	14	5	-	23
Career Technical Education Programs	170	198	235	303
<b>Sub-Total Selling and Administration</b>	<b>333</b>	<b>349</b>	<b>380</b>	<b>567</b>
<b>Total</b>	<b>4,456</b>	<b>4,687</b>	<b>4,725</b>	<b>5,808</b>

<sup>1</sup> Actuals are based on the average filled assignments for the FY.

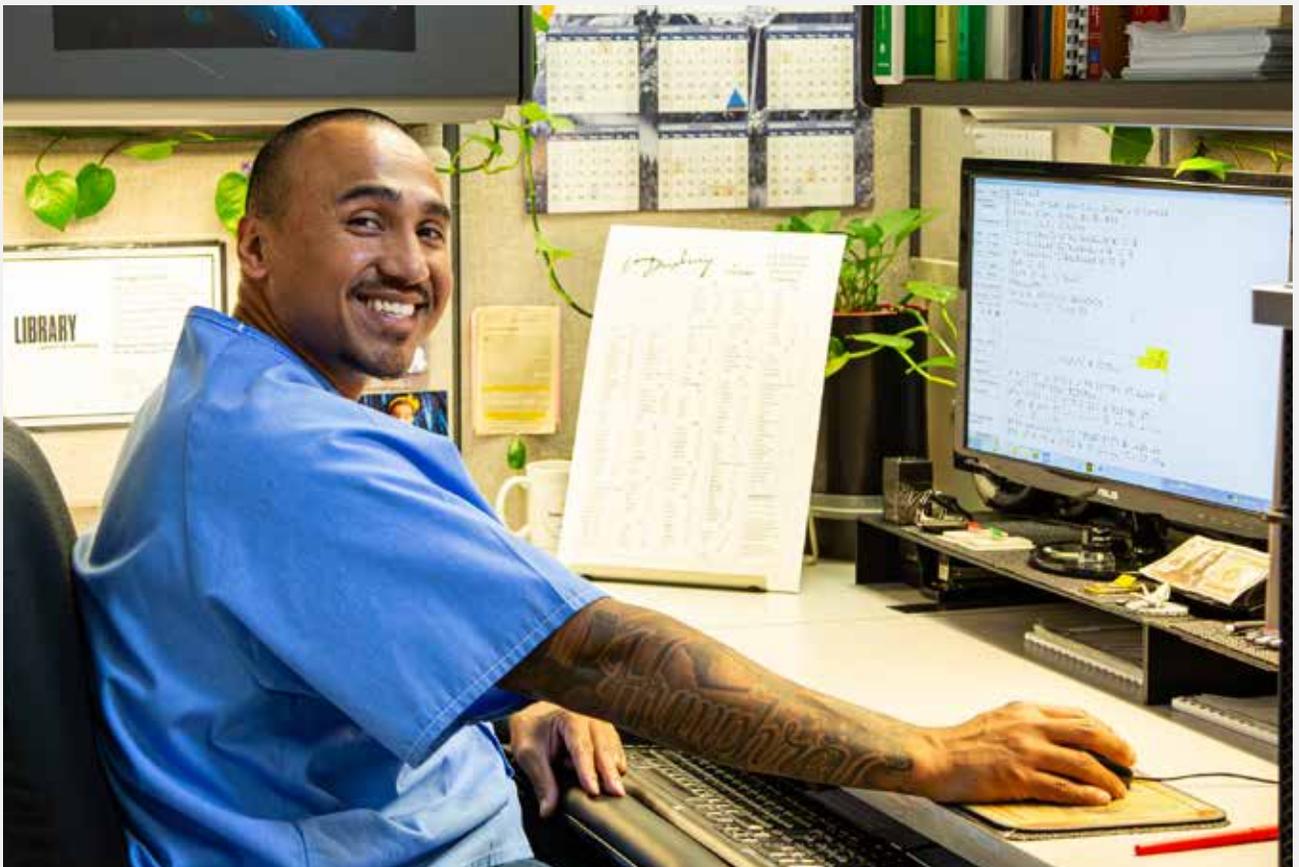
## Incarcerated Individual Positions by Location

## Average Monthly Filled Assignments

Institution	FY 2021-22 Actuals	FY 2022-23 Actuals	FY 2023-24 Actuals	FY 2024-25 Approved Annual Plan
Avenal State Prison	348	402	401	443
California City Correctional Facility	18	15	2	0
California Correctional Center	32	12	0	0
California Correctional Institution	165	197	193	253
California Institution for Men / On-Time Delivery (South)	178	167	124	205
California Institution for Women	95	108	122	174
California Men's Colony	314	376	354	490
California Rehabilitation Center	24	24	24	24
California State Prison, Lancaster	110	107	110	123
California State Prison, Sacramento	68	64	66	80
California State Prison, Solano / California Medical Facility	378	419	439	636
Calipatria State Prison	28	31	31	31
Centinela State Prison	93	99	100	101
Central California Women's Facility / Valley State Prison	279	296	316	405
Central Office	14	5	0	23
Chuckawalla Valley State Prison	49	47	40	50
Corcoran State Prison / Substance Abuse Treatment Facility / On-Time Delivery (Central)	337	337	320	394
Correctional Training Facility	353	382	406	427
Folsom State Prison	381	404	439	496
Folsom Women's Facility / On-Time Delivery (North)	23	8	0	0
High Desert State Prison	25	27	27	30
Ironwood State Prison	26	27	27	28
Kern Valley State Prison	27	26	23	35
Mule Creek State Prison	378	380	396	481
North Kern State Prison	27	26	27	28
Pelican Bay State Prison	76	81	84	91
Pleasant Valley State Prison	28	28	29	31
Richard J. Donovan Correctional Facility	173	167	158	206
Salinas Valley State Prison	52	58	59	94
San Quentin State Prison	163	149	156	156
Sierra Conservation Center	100	122	157	177
Wasco State Prison	94	96	95	96
<b>TOTALS</b>	<b>4,456</b>	<b>4,687</b>	<b>4,725</b>	<b>5,808</b>



CALPIA graduate is congratulated by family member at Centinela State Prison



**Upper:** Graduates congratulating one another at the California Institution for Women graduation  
**Lower:** CALPIA's Digital Services enterprise 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 Construction Labor
- Pre-Apprentice Iron Worker
- Pre-Apprentice Carpentry

## 4 CSP Sacramento (SAC)

- Construction Services & Facilities Maintenance
- Laundry

## 5 California Medical Facility (CMF)

- Construction Services & Facilities Maintenance
- Support Services

## 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
- Mattress
- Meat Cutting
- Support Services

## 8 California Health Care Facility (CHCF)

- Construction Services & Facilities Maintenance

## 9 CSP San Quentin (SQ)

- Construction Services & Facilities Maintenance
- **CTE Programs**
- AVP (Audio Video Production)
- 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
- Dental Lab
- Optical
- Support Services
- **CTE Programs**
- Pre-Apprentice Carpentry

## 13 Correctional Training Facility (CTF)

- Construction Services & Facilities Maintenance
- Fabric Products
- Furniture
- Support Services
- **JV Program**
- Surplus 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
- 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

## 25 California Institution for Men (CIM)

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

## 26 California Rehabilitation Center (CRC)

- Construction Services & Facilities Maintenance

## 27 California Institution for Women (CIW)

- Construction Services & Facilities Maintenance
- Fabric Products
- **CTE Programs**
- AVP (Audio Video Production)
- Computer Coding
- Pre-Apprentice Construction Labor
- **JV Program**
- NBC Universal

## 28 Ironwood State Prison (ISP)

- Construction Services & Facilities Maintenance

## 29 Calipatria State Prison (CAL)

- Construction Services & Facilities Maintenance

## 30 R.J. Donovan Correctional Facility (RJD)

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

## 31 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 17, 2024



12122403

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