

Chairman Lakey, members of the committee. My name is Kevin Mickelson, General Manager for Idaho Correctional Industries. I would like to start the Idaho Correctional Industries presentation in support of H373 with statements from one of our Private Agricultural Partners, Steve Cherry General Manager for CS Beef and Sean Garland, former trainee and current employee of CS Beef.

Chairman Lakey, members of the committee.

ICI's mission is to support the mission of IDOC. ICI provides pro-social life skills and technical training opportunities to the incarcerated. H373 will ensure that ICI will continually focus on training. It give ICI the ability to expand opportunities and to train in a greater verity of end products.

I could stand in front of this committee and talk recidivism rates, training hours, training stipends and financials. Mr. Cherry can talk about stabilization of his workforce and trainees transferring to his payroll. But this is about people. This is about Sean and thousands more who are in the care and custody of The State of Idaho. It about the taxpayers of Idaho who are carrying

the heavy cost of incarceration. It's about Public Safety and protecting the people of Idaho from becoming victims. Each person who goes through our systems and takes the opportunity to build the skills required for success results in fewer victims. From initial assessment to the Connection and Intervention Stations, the focused is on successful re-entry and Public Safety.

I ask for your support in passage of H373 so ICI can do the best job possible supporting IDOC.

Mr. Chairman, members of the committee thank you for your time and I will stand for question.

Senate Presentation

- **Mr/Madam Chairman and committee members. My name is Steve Cherry. I am the plant manager of CS Beef Packers at 17365 S. Cole Rd in Kuna, ID. I am here today to speak in favor of the Agriculture Training Program administered by Idaho Correctional Industries. CS Beef is a joint venture beef processing operation that is owned by the Simplot family from Idaho and the Caviness family from Texas.**

- **CS has utilized this program to supplement our workforce in a very challenging employment environment – Very low unemployment rate & not a large population of folks that have done beef processing-type work.**

- **CS Beef's intention is to transition 100% of our Program Trainees to full time positions with CS upon release. We truly view this program as a training program for future CS team members.**
 - **Currently we have transitioned 36 trainees and have retained 12 of those trainees that are still with CS Beef. That is a 33% retention rate or turnover rate of 67%.**
 - **Our current turnover rate for regular CS population is improved to a FY20 annual projection of just under 80%. This has improved from our start up year of 140%. The trainee program has been an important piece of our stabilization performance.**

- **CS offers a Trainee wage of \$12 per hour, which is well above the required minimum rates \$9.17 for Production Workers(SOC 51-9199) & \$9.48 for Butchers & Meat Cutters(SOC 51-3021).**
 - **This assists the trainees in getting prepared for the transition upon release by helping them accrue money, get training on a better than minimum wage job, and have a full-time, well-paying job to help them get a jump-start on post-release life.**

- **Sean Garland is one trainee that has really excelled at the opportunity given to him. He has been a full-time CS employee for about a year and a half. We recently showcased the CS Beef Training program to the Simplot family and Simplot leadership team as part of their annual Innovation presentation at their auditorium downtown. Sean shared his life story and CS transition story in a video as part of that presentation. Sean is here with me today and will share his success with you after me. His story is the epitome of what CS Beef wants this program to be for everyone that is part of it.**

- **CS Beef is currently at 675 regular team members and 50 Trainees. We maintain active recruiting for general public hiring through all avenues available to us. We continue to utilize the Trainee program to supplement our stabilizing workforce.**

Hello, my name is Sean Garland. It is a great pleasure to be here today to address this body in the State House.

I grew up in Middleton and joined the US Army after graduating high school. I became a 68 Whiskey, that's a combat medic, and deployed to the Middle East. I returned with PTSD which led me into a life of drug use to cope with my demons which then led me to a prison sentence.

While I was in prison, I was allowed to go to the Farm where I was given an opportunity to work for CS Beef under the Inmate Trainee program. It gave me the chance to send some money home to my family while they taught me a new skill set. The most important thing is that it taught me how to become human again and gave me my sense of personal pride back. In prison, you have a set of rules to follow or you will be preyed upon. But when I went to work for CS Beef I began to feel a part of something bigger and I regained that feeling of belonging like I had when I was in the military.

When it came time for me to meet with the Parole Board at the prison, CS Beef gave me a letter of recommendation which moved the board to release me early for probation instead of having to stay in prison for the 3 years remaining on my sentence. I was released on November 1, 2018 and four days later I was a regular employee working at CS Beef in the same position I had, but now making a living wage to support my family. I was on my way back to health and happiness.

CS Beef gave me the chance to return to society as a contributing member, no stigmas attached because of my time in IDOC. CS Beef showed me they valued me when many employers will not hire a felon because we are seen as "undesirable". This is extremely important because one of the requirements of parole is that I have to pay my Cost of Supervision, and I needed a job to do this. Now I have fulfilled all of those requirements. Now I can provide health care for my family, keep food on the table, and I am now looking to buy my first house.

The inmate program is such a good program because it takes many of the worries and concerns we have as we are leaving the system. We worry about finding a good job to support our families and to make enough to pay our fines to avoid a violation and get sent back inside. CS Beef gave me the tools to get back on my feet immediately out of prison, they took all of those worries away which allowed me to find a quicker path to becoming happy again.

The CS Beef family is still supporting me and encouraging me today by ensuring that I can make all of my meetings and counseling sessions to finish my parole. Being a part of the CS family is an amazing feeling! I feel many more inmates can benefit from the program that does so much to help us succeed in becoming productive members and no longer a burden on society.