

# NCIA 2023 NATIONAL TRAINING CONFERENCE



Shaping the Reentry Landscape

NCIA 2023

**April 24–27**

Hyatt Regency Bellevue  
Bellevue, Washington

*On Seattle's Eastside*



[www.nationalcia.org](http://www.nationalcia.org)

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# CONFERENCE AT-A-GLANCE

## REGISTRATION

► See page 7

<b>FEES</b>	<b>On OR Before 3/27/2023</b>	<b>After 3/27/2023</b>
Full Day, NCIA Member	\$ <b>360</b>	\$ <b>380</b>
Full Day, Non-Member	\$ <b>410</b>	\$ <b>430</b>
<i>(Both full conference registrations include a ticket to the NCIA Awards Banquet — a \$85 value!)</i>		
One-Day, Member	\$ <b>150</b>	\$ <b>170</b>
One-Day, Non-Member	\$ <b>175</b>	\$ <b>195</b>
Awards Banquet Ticket	\$ <b>85</b>	\$ <b>85</b>

## REGISTRATION OPTIONS:

1. Register online at: [nationalcia.org](http://nationalcia.org)
2. Give us a call at: **(410) 230-3972**
3. Mail the completed form with your payment to:  
**NCIA**  
**800 North Charles Street**  
**Suite 550B**  
**Baltimore, MD 21201**

*\*Risk Free Cancellation (see page 7)*

## WORKSHOPS

► See page 14

Learn from the best at our selection of conference workshops!

## CI STAFF ROUNDTABLES

► See page 16

Join a roundtable discussion with peers in your industry!

- Post-Release Employment
- License Plates
- Commissary
- Awards, Recognition & Promotional Products
- Sales & Marketing
- Recruiting/Retaining Staff

## ADVERTISER SPOTLIGHT

► See page 24

- Preview products & services
- Interactive links to web-pages
- Jump start on the latest trends for 2023

## HOTEL INFO

► See page 8 for details

### HYATT REGENCY BELLEVUE

900 Bellevue Way NE – Bellevue, WA 98004

**GROUP RATE: \$176 plus 14.5% tax/night**

**RESERVE YOUR ROOM:**

**Online: <https://www.hyatt.com/en-US/group-booking/BELLE/G-NTRC>**



# JOIN US IN BELLEVUE, WASHINGTON!



Mark your calendars and join us for **NCIA's 2023 National Training Conference**, where Correctional Industries professionals from across the US will meet to network and learn about the latest and greatest trends, practices and products in the field.

**Join us in Bellevue** on the *Eastside of Seattle* and experience the best professional development Correctional Industries has to offer—

- Discuss current issues and trends in CI with your peers at the CI Staff Roundtables
- Learn from CI experts and thought leaders in a series of educational workshops
- Explore new products, services, clients and partners in the exhibit hall, state date, and vendor spotlight

## SEE YOU IN BELLEVUE!





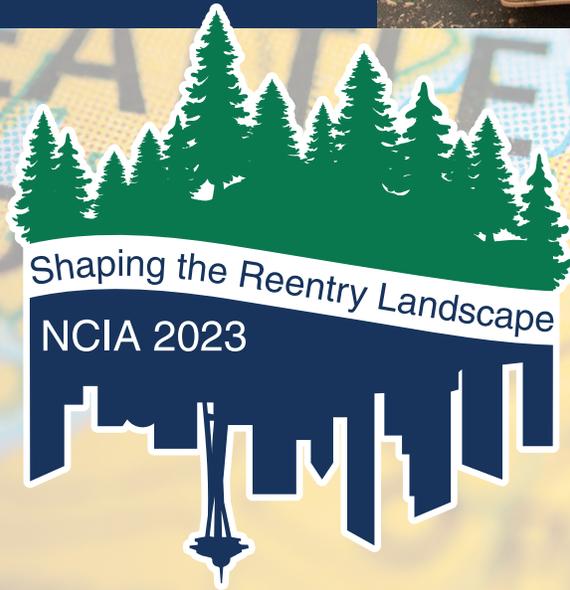
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CORRECTIONAL INDUSTRIES

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Training Conference!



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# CONFERENCE REGISTRATION



**NOTE:** In order to receive the NCIA Member Rate, your membership **MUST** be **VALID THROUGH April 30, 2023.**

## REGISTER ONLINE at [nationalcia.org](http://nationalcia.org)

▶ Visa, MasterCard or American Express accepted for ONLINE registration payment.

▶ **If paying with CHECK or PURCHASE ORDER, please COMPLETE this registration form.**

## ATTENDEE INFORMATION:

*(Please type or print clearly)*

ATTENDEE NAME *(as you wish it to appear on your registration badge)*

TITLE *(as you wish it to appear on your registration badge)*

AGENCY/COMPANY *(as you wish it to appear on your registration badge)*

ADDRESS

CITY STATE ZIP

EMAIL ADDRESS PHONE

## Please check the day you will be attending:

Monday, 4/24  Tuesday, 4/25  Wednesday, 4/26

## Dietary Options:

Please specify any dietary requests *(guaranteed for only the awards banquet)*.

Vegetarian  Vegan  Gluten-Free  Other: \_\_\_\_\_



## QUESTIONS?

Please call NCIA at **(410) 230-3972**

OR email

**[memberservices@nationalcia.org](mailto:memberservices@nationalcia.org)**

FEES	On OR Before 3/27/2023	After 3/27/2023
<input type="checkbox"/> Full Day, NCIA Member	\$ 360	\$ 380
<input type="checkbox"/> Full Day, Non-Member	\$ 410	\$ 430
<i>(Both full conference registrations include a ticket to the NCIA Awards Banquet — a \$85 value!)</i>		
<input type="checkbox"/> One-Day, Member	\$ 150	\$ 170
<input type="checkbox"/> One-Day, Non-Member	\$ 175	\$ 195
<input type="checkbox"/> Awards Banquet Ticket	\$ 85	\$ 85

**One-Day registrations** are valid for only one day. Registrants may only purchase a single one-day pass per attendee. If they wish to attend events on more than one day, they must purchase a full conference registration. One-day registrations do not include an Awards Banquet ticket!

▶ **TOTAL AMOUNT DUE:** \$ \_\_\_\_\_

## PAYMENT INFORMATION:

Please submit a check *(made payable to the National Correctional Industries Association)* or purchase order with this registration form.

**Mail to:** NCIA

800 North Charles Street, Suite 550B  
Baltimore, MD 21201

## Risk Free Cancellation Policy

We understand that circumstances arise that may require you to cancel your registration. Submit your written request for a refund to NCIA **ON OR BEFORE April 14, 2023.**

## Vendor Policy

Corporate members and non-member vendors that have never previously exhibited may register as attendees for one year, after which the company must exhibit for their staff to attend.



# HOTEL INFORMATION



## HYATT REGENCY BELLEVUE

900 Bellevue Way NE – Bellevue, WA 98004

A stay at the Hyatt Regency Bellevue places you in the heart of the Bellevue Collection, Bellevue's local-to-global shopping, dining, and entertainment complex.

Be sure to also enjoy recreational amenities at the Hyatt Regency Bellevue including a health club and an indoor pool. The hotel also features complimentary wireless Internet access, concierge services, and gift shops. Self-parking is available onsite.

### RESERVATIONS:

#### Online:

<https://www.hyatt.com/en-US/group-booking/BELLE/G-NTRC>

NCIA conference attendees can make their hotel reservations online **no later than March 27, 2023** in order to get the discounted conference rate of **\$176** plus 14.5% tax/night. All reservations must be accompanied by a first night room deposit guaranteed with a major credit card.

**Reservations must be made by March 27, 2023**, in order to receive the **NCIA Group Rate**. After this date, rooms may not be available at the reduced rate, so you are strongly encouraged to make your room reservations early. Rooms are assigned on a first-come, first served basis.

### CANCELLATION POLICY:

You may **cancel** your reservations within **48 hours prior** to 11:59 PM local time the day of arrival.

Check-in time is **4 PM**. Check-out time is **12 NOON**.

Hotel Parking: **\$10/day for self-parking**

### GETTING THERE:

**Taxi: Average Cost: \$40–50\***

Airport taxis are stationed on the 3rd floor of the parking garage located on the north and south curb. For more information, please go to: [www.portseattle.org/sea-tac/ground-transportation/taxis](http://www.portseattle.org/sea-tac/ground-transportation/taxis)

#### Airport Rental Car

All rental car companies currently operating at Seattle-Tacoma International Airport (SEA) operate at an off-site rental car facility where dedicated shuttle buses transport passengers for free 24-hour-a-day, 365 days a year. For more information, please go to: [www.portseattle.org/sea-tac/ground-transportation/rental-car](http://www.portseattle.org/sea-tac/ground-transportation/rental-car)

#### Airport Rideshare Services: Uber & Lyft

Passengers can find the majority of app based rideshare pick-up areas in the 3rd floor of the on-site parking garage in parking rows G thru J in the orange and purple sections of the garage. For more information, please go to: [www.portseattle.org/sea-tac/ground-transportation/app-based-rideshare](http://www.portseattle.org/sea-tac/ground-transportation/app-based-rideshare)

**GPS Address: 900 Bellevue Way NE, Bellevue, WA 98004**

*\*Taxi, shuttle, and parking rates may vary and are subject to change. Gratuity is not included in price estimates.*



“

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Accounting Director  
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# SCHEDULE OF EVENTS

## SUNDAY, APRIL 23

10:00 AM – 12:00 PM	<b>CI Director Roundtable</b> <i>CI Directors Only</i>
12:00 PM – 1:00 PM	<b>CI Director Lunch</b> <i>CI Directors Only</i>
1:00 PM – 3:00 PM	<b>CI Director Roundtable</b> <i>Continues</i> <i>CI Directors Only</i>
6:00 PM – 7:00 PM	<b>President's Reception</b> <i>By Invitation Only</i>

## MONDAY, APRIL 24

9:00 AM – 6:00 PM	<b>Conference Registration</b>
9:00 AM – 3:00 PM	<b>Exhibitor Setup</b>
9:00 AM – 12:00 PM	<b>NCIA Board of Directors Meeting</b>
1:00 PM – 2:00 PM	<b>State Date</b>
2:00 PM – 3:30 PM	<b>CI Staff Roundtables</b>
3:45 PM – 5:00 PM	<b>Opening Session and Keynote Address</b>
5:00 PM – 7:00 PM	<b>Exhibit Hall Grand Opening and Reception</b>

## TUESDAY, APRIL 25

8:30 AM – 4:30 PM	<b>Conference Registration</b>
9:00 AM – 9:45 AM	<b>Vendor Spotlight/Coffee Break</b>
9:45 AM – 12:00 PM	<b>Exclusive Exhibit Hours</b>
1:00 PM – 2:15 PM	<b>Concurrent Workshops &amp; Roundtables</b>
2:45 PM – 4:00 PM	<b>Concurrent Workshops &amp; Roundtables</b>

# SCHEDULE OF EVENTS



## WEDNESDAY, APRIL 26

8:30 AM – 2:00 PM	<b>Conference Registration</b>
9:00 AM – 10:15 AM	<b>Concurrent Workshops &amp; Roundtables</b>
10:30 AM – 2:00 PM	<b>Exclusive Exhibit Hours and Lunch</b>
2:00 PM – 3:15 PM	<b>Concurrent Workshops &amp; Roundtables</b>
2:00 PM – 10:00 PM	<b>Exhibit Hall Dismantle</b>
3:45 PM – 5:00 PM	<b>Regional Business Meetings</b>
6:45 PM – 9:30 PM	<b>Closing Awards Reception and Banquet</b>

## THURSDAY, APRIL 27

8:00 AM – 12:00 PM	<b>Correctional Industries Tour</b> <i>Hosted by Washington State Correctional Industries</i>
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# OPENING SESSION KEYNOTE ADDRESS

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**MONDAY, APRIL 24, 2023**

**3:45 PM – 5:00 PM**

## **Mariano Rivera**

Major League Baseball Hall of Fame Pitcher, Philanthropist, and Presidential Medal of Freedom Recipient

Mariano Rivera is a Panamanian American professional baseball pitcher who played 19 seasons in Major League Baseball with the New York Yankees from 1995-2013.

A thirteen-time All Star and five-time World Series champion, he is MLB's career leader in saves (652) and games finished (952). In addition to the numerous American League awards he won, he was inducted in the Baseball Hall of Fame in 2019, in his first year of eligibility, and was the first and only player to ever be elected unanimously by the Baseball Writer's Association of America (BBWAA).

Rivera is regarded as one of the most dominant relievers in major league history. Pitching with a longevity and consistency to the closer role he saved at least 25 games in 15 consecutive seasons and posted an ERA under 2.00 in 11 seasons, both of which are records. Along with his signature cut fastball pitch, Rivera was known for his precise control, smooth pitching motion, and composure on the field. In 2013, the Yankees retired his uniform number 42; he was the last major league player to wear the number full-time, following its league-wide retirement in 1997 in honor of Jackie Robinson.

A devout Christian, he has been involved in charitable causes and the religious community through the Mariano Rivera Foundation. For his philanthropy, Rivera received the Presidential Medal of Freedom, the highest civilian award in the United States, in September 2019. He and his wife, Clara, have three sons and live in New York.



**“Mariano tells the story of a humble man of deep faith doing great things under enormous pressure. ‘I am an imperfect man on an imperfect journey’... And what a journey it’s been.”**

— **Steven V. Roberts**  
Washington Post

**Don't miss this inspiring discussion as this baseball great talks about overcoming adversity and becoming a champion, not only in sports ... but in life.**





# CONFERENCE WORKSHOPS

## LEARN FROM THE BEST AT NCIA'S 2023 CONFERENCE WORKSHOPS

TUESDAY, APRIL 25 AND WEDNESDAY, APRIL 26

- Best Practices for Commissary Operations in Washington State
- Formerly Incarcerated Panel – Hear the Success Stories!
- Essential Skills for the Workforce Workbook ... “How to Keep the Job”
- The Effect of Prison Industry on Recidivism
- Calculating Manufacturing Costs
- Producing Custom Orders in Correctional Industries
- Training Opportunities Coming Full Circle
- Successfully Integrating Your Website, E-Commerce & ERP System
- Introduction to Lean Manufacturing
- How Does Your Garden Grow? Addressing the Gaps in Reentry Training
- Traveling the Frontier Behind the Wheel – How to Set Up a CDL Training Program
- Designing a Future – Graphic Design Training for Incarcerated Individuals
- Transition Coordinators are the Key to Reentry
- Auditing within Correctional Industries
- Owning the Narrative: Leveraging Social Media to Alter the Perception of Correctional Industries
- Measuring the Relationship Between CSI Vocational Training and Recidivism Outcomes in New South Wales, Australia

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# CI STAFF ROUNDTABLES

**MONDAY, APRIL 24, 2023 | 2:00 PM – 3:30 PM**

**NEW FOR 2023!** ▶

Attendees will have the opportunity to participate in multiple roundtables – select roundtables will be repeated on **Tuesday & Wednesday**

**Participation in the CI Staff Roundtables is limited to Correctional Industries practitioners.**

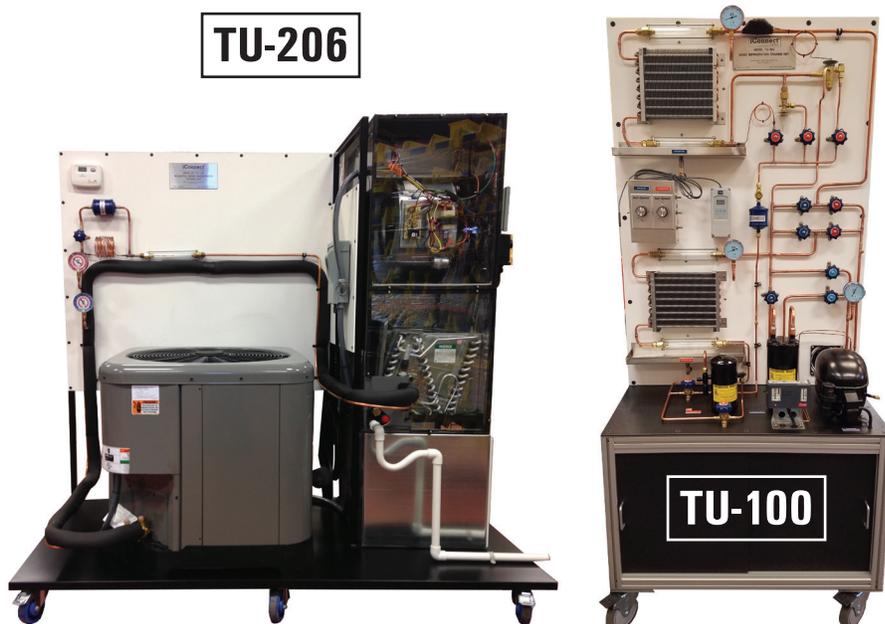
At the NCIA 2023 National Training Conference, CI staff will have the opportunity to engage in roundtable discussions focused on individual industries and enterprise-wide issues. Prepare for a dynamic and informative conversation as CI practitioners from around the country share their insights into making great CI operations.

Share your experiences and learn from your peers in one of six roundtable discussions:

- Post-Release Employment
- License Plates
- Commissary
- Awards, Recognition & Promotional Products
- Sales & Marketing
- Recruiting/Retaining Staff

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# EXHIBIT HALL SCHEDULE



The NCIA National Training Conference gives you the best opportunity to see, touch, and feel the latest technologies, products and services in Correctional Industries — all under one roof in the NCIA 2023 Exhibit Hall! With vendors from across the U.S. and Canada expected to attend, the exhibit hall is truly a one-of-a-kind event. ***Come take advantage of an exclusive networking opportunity replicated nowhere else in the industry!***

## EXHIBIT HALL SCHEDULE

### MONDAY, APRIL 24

5:00 PM – 7:00 PM

**Exhibit Hall Grand Opening and Reception**

### TUESDAY, APRIL 25

9:45 AM – 12:00 PM

**Exclusive Exhibit Hours**

### WEDNESDAY, APRIL 26

10:30 AM – 2:00 PM

**Exclusive Exhibit Hours and Lunch**



## DON'T FORGET THE VENDOR SPOTLIGHT!

Join your colleagues on **Tuesday, April 25 at 9:00 AM** for the Vendor Spotlight and Coffee Break. Enjoy coffee and refreshments while learning about what each exhibitor is bringing to you for 2023!



# CONFERENCE APP



## NCIA's popular conference innovation returns for 2023: The Conference Smartphone APP!

Its features will help all conference attendees create their own personalized conference experience.

- Find real-time event information, including the conference agenda and announcements.
- Make networking easy by using a search engine to find people, products, vendors and sessions.
- Create a customizable list of people to meet, products to see and sessions to attend.
- Locate exhibitors using the Exhibit Hall floor plan.

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# AWARDS BANQUET



**WEDNESDAY, APRIL 26, 2023**

**RECEPTION 6:45 PM – 7:30 PM**

**BANQUET 7:30 PM – 9:30 PM**

Every year, NCIA makes a special effort to acknowledge individuals whose extraordinary skill and leadership in their respective programs improve Correctional Industries as a whole. Join your fellow CI professionals in recognizing the 2023 award winners for all their hard work and celebrate their achievements at the NCIA Awards Banquet.

## **AWARD CATEGORIES INCLUDE:**

- Rodli Award
- Performance Excellence Award
- National Staff Award
- Regional Staff Awards
- Honor Roll Staff Awards





Georgia  
Correctional  
Industries

*Rehabilitation through Innovation*

# Join Us in Creating Futures



Together we can positively impact  
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# CI FACILITY TOUR

## MONROE CORRECTIONAL COMPLEX

Hosted by Washington State Correctional Industries

Thursday, April 27, 2023  
Departure 8:00 AM | Return 12:00 PM

**Tour Registrants may be required to show proof of COVID vaccination.**

*Tour is subject to cancellation at the discretion of WA State Department of Corrections.*

Join Washington State Correctional Industries (CI) as we tour and take an inside look into operations at the Monroe Correctional Complex (MCC). The complex houses up to 2,400 adult males consisting of maximum, close, medium and minimum custody levels. The Washington State Reformatory opened in 1910, making it the second oldest operational prison in Washington state, behind the Washington State Penitentiary. Today, MCC is one large complex consisting of five separate facilities; the Washington State Reformatory Unit; the Special Offender Unit (opened 1980); the Twin Rivers Corrections Center (opened 1984 and now known as the Twin Rivers Unit); and the Minimum Security Unit (opened in 1997). The Intensive Management Unit is a security level five facility and is the newest addition to the MCC (opened 2007).

Washington State CI operations at the MCC covers roughly 210,000 square feet of manufacturing and services floor space. Programs include bulk sales, commissary, food packages, food service, laundry, and monthly property packages.

During the tour, you will have the opportunity to see one of Washington State CI's largest commissaries serving the incarcerated population from seven facilities west of the Cascade Range.



Booth #312

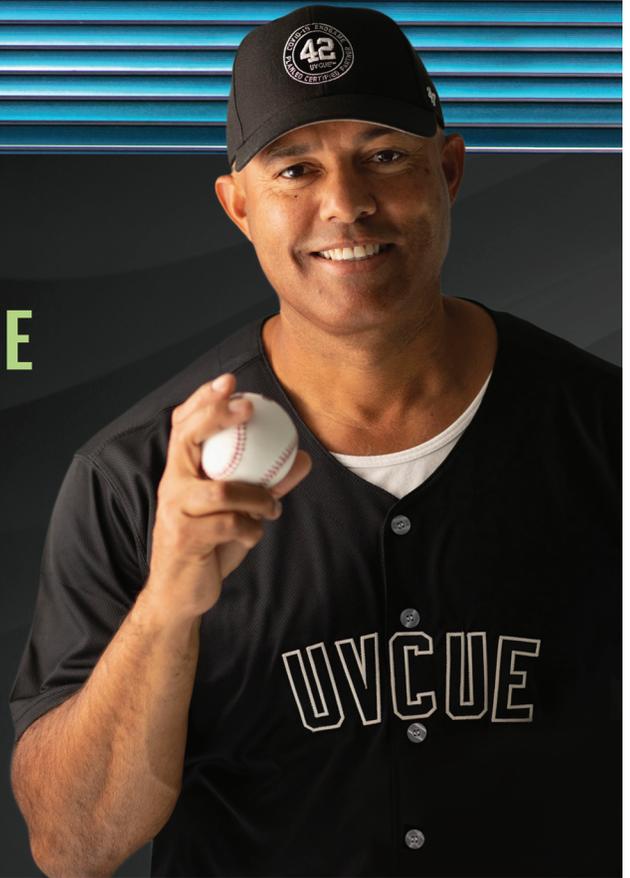
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Texas Department of Criminal Justice

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800-833-4302

[tci.tdcj.texas.gov](http://tci.tdcj.texas.gov)





# ADVERTISER SPOTLIGHT

## NCIA WOULD LIKE TO THANK OUR PLANNING GUIDE ADVERTISERS!

### Bay Product Development

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[www.bayproduct.net](http://www.bayproduct.net)

### California Prison Industry Authority (CALPIA)

The California Prison Industry Authority (CALPIA) is a self-supporting state agency. CALPIA operates over 100 manufacturing, service, and consumable factories at 33 California Department of Corrections and Rehabilitation institutions. CALPIA provides productive work assignments for approximately 7,000 incarcerated individuals and offers 134 nationally accredited certifications.

[www.calpia.ca.gov](http://www.calpia.ca.gov)

### Georgia Correctional Industries

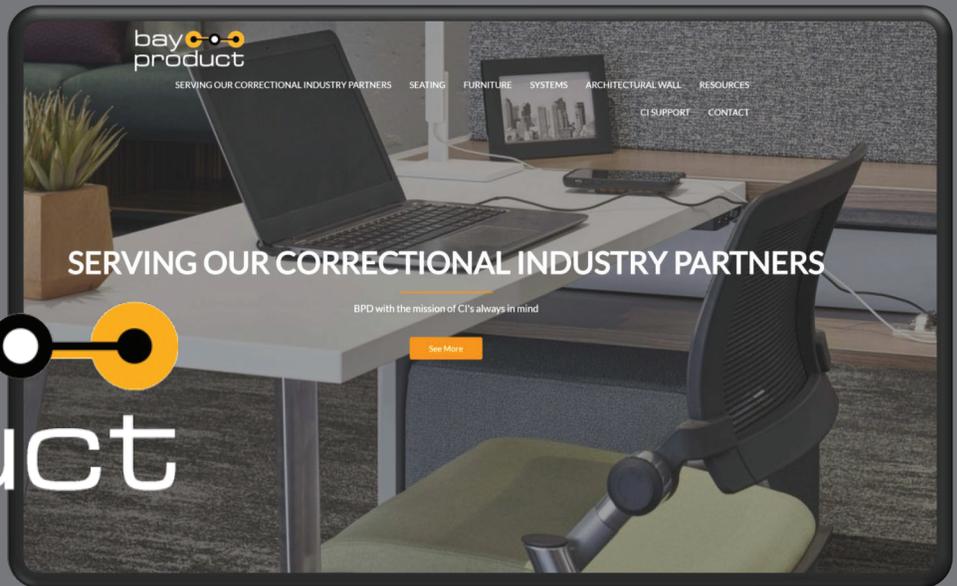
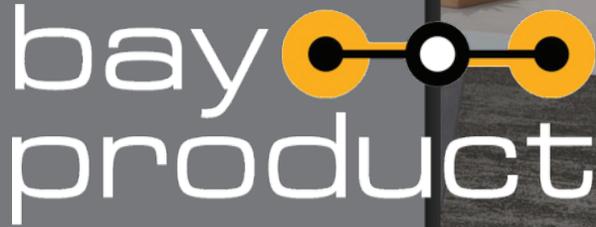
Since 1960, Georgia Correctional Industries (GCI) has strived to improve the futures of the men and women in its programs. Through mentoring and skills development, GCI provides meaningful work experience that promotes career opportunities and marketable job skills. GCI offers a wide selection of manufactured solutions, food, and field services.

[www.gci-ga.com](http://www.gci-ga.com)

*(continued on page 26)*



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# ADVERTISER SPOTLIGHT

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## Keefe Group

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## OEI

OEI is the commercial contract furniture manufacturer working in partnership with correctional industry programs. We not only provide components, but also product and program development, customer service, space planning, installation, engineering, design and quality control. We strive to meet our customer's demands with innovative product solutions at competitive prices.

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[www.sanmar.com/resources/services/uniformingservices](http://www.sanmar.com/resources/services/uniformingservices)

## Texas Correctional Industries

Texas Correctional Industries has 31 factories and 3 training facilities to offer a variety of products and services, including furniture, signage, traffic signs, vehicle wraps, computer recovery and more. For a more comprehensive list, visit:

[www.tci.tdcj.texas.gov](http://www.tci.tdcj.texas.gov)

## Union Supply Group

Union Supply Group exclusively supplies the correctional industry with commissary products and is an industry leader in designing award-winning offender work/training and post-release employment programs.

[www.unionsupply.com](http://www.unionsupply.com)

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[www.vistar.com](http://www.vistar.com)

## Washington State Correctional Industries

Washington CI manufactures a variety of products for correctional environments including tri-stitch inmate clothing, dry cell suits, clear view mattresses, towels, fleece blankets, bulk or individually portioned food products, and detention furnishings.

Check out our full product offering:

[www.washingtonci.com/products-services/](http://www.washingtonci.com/products-services/)



# MEET CALPIA'S NEWEST SUCCESS STORY

## ALBERT CARMONA

**ALBERT CARMONA** graduated from the California Prison Industry Authority's (CALPIA) Pre-Apprentice Construction Labor program. He received his essential job training at the California Institution for Men. Albert pursued all possible job opportunities and was able to get hired by the Southern California Laborers-Local 300.

“**The training I learned through CALPIA** helped me stay focus while I was in prison and see a future not only for me, but for my family. I wanted a better way of living and CALPIA was the answer to that when I got out of prison.”

Albert now works for Morley Builders. He is building high-rise luxury apartments in Los Angeles. He credits CALPIA, Local 300, and his former instructor Vincent Rodriguez.

“**When I got out everything came together.** Because of CALPIA and the Southern California Laborers, I was able to get off parole and keep my family intact. I have a successful career, not just a job. I look forward to going to work every day and having purpose.”



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# PARTNERING WITH CORRECTIONAL INDUSTRIES TO HELP BUILD LIVES, ONE JOB AT A TIME.



For more than 40 years, Keefe Group has been delivering innovative solutions and exceptional customer service to the corrections industry. We are proud to partner with Correctional Industries in their mission to help offenders develop marketable job skills, positive work ethic and better lives.

Because Keefe Group provides a wide variety of products and services to the corrections industry, we have many opportunities to develop custom inmate work programs. The possibilities are almost endless; if you have ideas, we're happy to partner with you. Contact us today to learn how we can meet your needs.

