

ACA Public Correctional Policy on Correctional Industry Programs

Date Aug. 23, 1984; Jan. 17, 1991; Jan. 18, 1995; Jan. 20, 1999; Jan. 14, 2004; Jan. 10, 2009
Description Introduction:

Correctional industry programs, whether operated by the public or private sector, aid correctional systems by developing offenders' work ethics, providing offenders with job skills and training, promoting restorative and/or reparative justice, lowering operating costs, reducing offender idleness and adding value to the local community.

Statement:

Correctional industry programs, using sound business practices, should:

- A. Promote and adhere to statutes and regulations regarding the development, manufacturing, marketing, distribution and delivery of correctional industry products and services;
- B. Support legislation encouraging the employment of offenders during and beyond their period of correctional supervision;
- C. Promote collaboration with employers, labor organizations and other relevant agencies to overcome barriers to successful re-entry;
- D. Recognize that the goals of industry programs include
 1. Developing inmate work ethics and employability skills;
 2. Professionally managing programs that replicate the private sector as closely as possible;
 3. Promoting career development and employment opportunities that allow for self-sufficiency upon re-entry; and
 4. Improving safety in institutions for staff and offenders by reducing inmate idleness.
- E. Support investment of revenue to improve and/or expand overall operations, maintain and upgrade equipment and help support offender training programs that lead to employment upon re-entry;
- F. Create a mutually supportive environment between correctional industry programs, both public and private, and the host institution;
- G. Provide opportunities that promote good work habits, career development and other learning experiences that can lead to employment upon re-entry to support themselves and their families;
- H. Ensure that programs for women teach real-world marketable skills that enable them to support themselves and their families upon re-entry;
- I. Provide working conditions that mirror the private sector regarding both training and safety, ensuring that all federal and state mandates are met, if not exceeded;
- J. Ensure that business practices in an industry operated by either the public or private sector are comparable to those in the industry at large; and
- K. Recognize that prison and jail inmates are not employees and are not entitled to minimum wage, and that inmates, except those employed in the Prison Industries Enhancement and work release programs, are specifically excluded from the minimum wage provisions of the Fair Labor Standards Act.

This Public Correctional Policy was ratified by the American Correctional Association Delegate Assembly at the Winter Conference in Nashville, Tenn., January 20, 1999. It was reviewed and amended at the Winter Conference in New Orleans, January 14, 2004 and again at the Winter Conference in Kissimmee, January 10, 2009.