

HAMPDEN COUNTY PRISON INDUSTRIES RETAINED REVENUE

Report Submitted to

**Executive Office of Public Safety and Security
Joint Committee on the Judiciary
Joint Committee on Public Safety and Homeland Security
House and Senate Committees on Ways and Means
By
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NARRATIVE

The Hampden County Sheriff's Office York Street Industries (YSI) program was established in 1986, as a public / private venture. A unique and groundbreaking partnership spearheaded by Supreme Court Justice Warren Burger, the Private Industry Council, the Chamber of Commerce and the Hampden County Sheriff's Office (HCSO) was led by then Sheriff Michael J. Ashe, Jr. Special legislation to allow the pilot conception to proceed was signed by then Governor Michael S. Dukakis, allowing commercial sales in both the government and business sectors. From there, private funding was needed, as there was no provision included for public funding. This comprehensive program had a strategic, two-fold mission. First, the program was designed to offer inmate workers an educational, realistic work experience and basic life skills. Second, it was structured to operate as a small business enterprise to financially support staffing and jail necessities. From humble beginnings, this vocational program has grown to be a national model and leader within the corrections industry. Since its inception, YSI has been self-sustaining and has grown to become profitable.

Most notably, this innovative approach has changed lives while securing thousands of jobs and improving overall quality of life for our transitioning citizens.

On June 30th, York Street Industries finished the Fiscal Year 2025 with revenue of \$3,529,796.23. We expended \$3,525,892.12 and returned \$3,904.11 to the state.

York Street Industries began with manufacturing desk chairs and other office furniture, marketing them to municipal and public agencies. Today, this speculative undertaking has progressed into a multi-faceted, revenue-generating business that has created employment and other economic development opportunities. YSI has earned state and national recognition, as evidenced by the following examples:

- The Associated Industries of Massachusetts (AIM), a longtime business advocacy group whose mission is to promote economic opportunities, innovation and entrepreneurship for the betterment of businesses and citizens of MA recognized York Street Industries during their 100th Anniversary Celebration. AIM noted that YSI has made a unique impact on the economy

in our region and the well-being of those who live here. The other organizations honored with the Hampden County Sheriff's Office's YSI were Yankee Candle and the MassMutual Center.

- YSI was also honored by the White House for extraordinary work to facilitate employment opportunities for individuals formerly involved in the justice system. The award highlighted empowerment and helped our country meet the many challenges of the twenty-first century.
- Additionally, YSI was acknowledged as a Massachusetts Gateway Cities Innovation Award recipient. This distinction is for finding solutions to the Commonwealth's most pressing issues or ambitious visions that reflect optimism for their communities.

YORK STREET INDUSTRIES

1. **Goods and Services -**

The multitude of goods produced by our industries program requires hands-on knowledge and the ability to teach offenders the skills necessary to produce quality products in a timely fashion. Since 2010, close to 3,000 offenders received vocational and educational training prior to returning to our local communities.

- We manufacture and sell uniforms to the Hampden County Sheriff's Office, including the Main Institution, Women's Correctional Center, Stonybrook Stabilization and Treatment Center (SSTC), Western Massachusetts Recovery and Wellness Center, the Massachusetts Department of Youth Services (DYS), and the Plymouth County Correctional Center.
- YSI supplies mattresses, laundry bags, shower curtains, hygiene kits, commissary bags, and signs to our own institutions, as well as to Plymouth County.
- YSI systematically replaces aged and worn out furniture throughout our entire agency.
- YSI has seen significant growth in embroidery and screen printing sales to many non-profit agencies and schools, as well as to the Hampden County Sheriff's Office.
- We have provided re-upholstery sales to STCC, Holyoke Community College (HCC), University of Massachusetts (UMASS), Western New England University

(WNEU), Boston University (BU) and Springfield Public Schools (SPS) as well as local private sector companies such as Conklin Office Furniture and Lexington Group.

2. **Culinary Arts -**

Our Culinary Arts Program is committed to providing high-quality culinary and hospitality skills training, allowing for participants to earn nationally-recognized certificates such as ServSafe and OSHA 10. Additionally, our participants get real world experience working in one of our three restaurants and catering businesses.

- **Stonybrook Grille** is located within the walls of our Main Institution in Ludlow and serves both staff and guests, along with making bread and pastries for several community service agencies and community events across Hampden County.
- **701 Grille** is located within our Western Massachusetts Regional Women's Correctional Center (WMRWCC). This program duplicates the program we have at the main facility in Ludlow.
- **Olde Armory Grille (OAG)** is located in Springfield Technology Park at One Federal Street in Springfield. This is our flagship restaurant and allows offenders classified to be in the community to serve the general public in a fast-paced environment in real world conditions. This restaurant allows our Employment Team to showcase our participants' talents for local establishments, enhancing and growing employment opportunities. Along with our in-custody restaurant staff, we have a Transitional Work Program that brings back released offenders at minimum wage. These assessed post-release offenders are given the opportunity to hone their skills to better prepare them for a transition to full-time employment in the community. They will continue to receive support and training with our Employment Team to overcome the hurdles that life may present after release.

The OAG has grown our catering area and our "Grab & Go" model on campus at Springfield Technical Community College for students and faculty.

Additionally, participants in our Culinary Arts Program are given the opportunity to attend a college accredited course in conjunction with Holyoke Community College (HCC). These students will spend eight weeks at our minimum security facility learning the basics of hospitality management and then travel to HCC for the next eight weeks to integrate into the college system. Upon completion, graduates may apply to the college or be job developed into the food service industry.

3. Vocational Shops –

Vocational shops include Graphics, Welding, Building Trades, Custodial Maintenance and our new Arborist program. Each vocational shop gives employment-based training while producing finished goods for sale which help to defray the cost of the program. Every vocational sector offers a real world experience to the trainees by meeting deadline pressures, quality control and production management to meet customer expectations.

- Graphics Arts and Printing Technology

- Our Graphics Program trains workers that have been referred by caseworkers and introduces them to all aspects of the graphic arts industry. Under supervision and with guidance, they help meet the demanding production needs of the Sheriff's Office, as well as develop and advance their knowledge and skills in graphic arts and printing technology. Additionally, participants learn everyday job skills and responsibilities, including efficient production, quality control, scheduling, troubleshooting and time management. Training also focuses on the following areas: shop safety, desktop publishing, direct-to-plate imaging, variable data files, digital printing, offset printing, booklet making and finishing techniques.
- The primary focus of graphics training is to give the students a basic understanding of the fast-paced and very technical graphic arts industry. This hands-on experience working in the shop helps to generate a level of interest and work ethic that will benefit them in the job market. In addition to providing industry training in a realistic working atmosphere, the Graphics Program generates income for the Hampden County Sheriff's Office.
- Some examples of this shop's products are: The Correctional Officer's Pocket Planners, The Correctional Post Newsletter (Quarterly), Updated Inmate Handbooks

(Annually), Employee Handbooks, all forms, envelopes, business cards and booklets, as well as many other printing projects.

Graphics handles all the in-house printing including for AISS, PRC, WMRWCC, WMRWC and SSTC and provides printing services for state and local government agencies, and non-profit organizations. We produce about 3 million impressions per year for in-house and outside work, resulting in huge cost savings for our agency. The Graphic Arts and Printing Technology Department is working with the Standards Department to continually monitor and eliminate outdated and duplicated forms for additional cost-cutting measures to the Hampden County Sheriff's Office.

- Welding Program

- In FY25, YSI continues partnering with the Local 63 Sheet Metal Union and a local community college to offer *American Welding Society* (AWS) curriculum training and certification. The instructors are certified trainers in all welding topics – ARC, TIG, MIG, GMAW and plasma cutting – and well-connected with the union. After twelve weeks of hands-on and classroom training, participants can attain their AWS certification by passing the required tests. This program originated in FY'23.
- Grant funding in the form of a Skills Capital Grant was used to purchase and install new equipment. The Welding Shop was also outfitted with a new ventilation system to meet requirements. Additionally, our new certificate program was further developed in conjunction with our Education Department, a local community college, and the Local 63 Sheet Metal Union located in Springfield. This program provides participants with industry-recognized credentials which are valuable to securing livable-wage employment upon release.
- The Welding Program provides training and experience in ARC, MIG and TIG welding, as well as torch and plasma cutting and fabrication. Additionally, our welding solutions play an important role in supporting the facility's infrastructure.

- The Welding Program supports the daily operations of the Hampden County Sheriff's Office. Welders are on-call for maintenance or security improvements on an as-needed basis. Projects in support of the Hampden County Sheriff's Office include: retro fitting four rooms in C-tower for Special Operations to store and hold equipment, add upgrades to the K-9 Unit's dog training compound, fabricating 15 mechanical gates for HCSO horse stalls, construction of new floor-to-ceiling armory for Law Enforcement Division and proper storage of weaponry, refurbishment and fabrication on four holding cells at SSTC, to name a few. The program also continues to support the kitchens at the Main Institution and the WMRWCC with their repair needs by welding any broken machinery and utensils (e.g. bread dough maker, large hot water Sterno, kitchen carts, etc.) allowing them to feed the inmate population. Additionally, a wall-to-wall stainless steel cage was fabricated to allow the appliance technician to store and work on kitchen carts with no interruption from the inmate population.
 - **Suicide Prevention:** The Welding Program has played an essential role in the HCSO's suicide prevention project by retrofitting close to 2,500 beds, adding a layer of safety for our inmate population. In the community, our Welding Program also helped retrofit seven cell beds at the East Longmeadow Police Department to make them safer for detainees. Along with these noted projects, the program continues to fabricate and/or repair handcuff security boxes for the towers, storage cabinets, fitness equipment, doors in restrictive housing units, security gates, and even HCSO vehicles. Cumulatively, these small projects add up to substantial cost savings to the Sheriff's Office and local police departments and their municipalities.
 - Equally important, the Welding Program also provides its students with the tools needed for success in the welding trades. We allow our participants the opportunity to develop and improve upon their job and life skills, in an effort to prepare them for greater employability and reduced recidivism.
- **Building Trades**
 - The Building Trades Program employs six to ten inmate workers daily. This program is a combination learning and production environment where we advance inmates' technical skills and knowledge while meeting the demands of

various departments within the Hampden County Sheriff's Office. This shop functions as a simulated job site where short production timelines give inmate employees a realistic work experience. Our Occupational Safety and Health Administration 10 (OSHA 10) construction safety training course has grown in popularity. Program enrollment has been shifted from vocational exploration to production-oriented teaching, allowing us to keep participants interested in pursuing a career in the building trades and provide them the skills for entry-level employment.

- OSHA 10, Custodial Training, and HAZMAT Certifications:
 - ✓ 277 students completed OSHA
 - ✓ 51 completions for Custodial Maintenance
 - ✓ 50 completed HAZMAT Training

- Examples of projects completed:
 - ✓ Over 300 Adirondack chairs, many donated to local charitable fundraising events
 - ✓ Street number signs for seniors as part of TRIAD program
 - ✓ Refurbish Dive team trailer
 - ✓ Golf bag stands for municipal golf courses
 - ✓ Picnic tables
 - ✓ Bookshelves
 - ✓ Repaired gates, stables and fencing at neighboring Lupa Zoo in Ludlow
 - ✓ Horse barns and other horse-related items
 - ✓ Obstacles for horse and K9 training
 - ✓ Dog houses constructed with repurposed scrap wood for K9 unit
 - ✓ Prepared plywood for wall pads for local public schools
 - ✓ Plaques for Sheriff's Office use
 - ✓ Refurbished furniture
 - ✓ Storage and security sheds
 - ✓ Refurbished and repaired wooden furniture across the HCSO
 - ✓ Began donating wood shavings from our shop to the Mounted Unit for use in the horse stables

- *Arborist Apprenticeship Program*

- The Arborist Apprenticeship Program (AAP) is designed to develop members of our minimum security population into job-ready Tree Care Specialist candidates, using a combination of technical knowledge, hand-on training and industry-specific job readiness preparation.

Together with our Education Department and our partners at STCC, UMASS, and the City of Springfield, this program offers industry-recognized certification to enhance the participants' employment opportunities upon release.

- The classroom consists of eight Tree Care Industry Association (TCIA) modules, OSHA 10 General Industry, and CPR/First Aid. Again, this program will provide hands-on training with all applicable equipment, with an emphasis on safety.
- Notable projects from FY25 include:
 - Trim branches at HCSO main institution teaching apprentices four crucial cutting methods: collar cuts, reduction cuts, releadering cuts, and heading cuts.
 - Per the Town of Russell's request we removed tulip poplars overhanging their watershed pump house, removed a large black jack oak in the designated aerial drop zone for the town's DPW as their LifeStar medevac landing area and removal of three smaller trees to enlarge emergency vehicle parking at Strathmore Park in Russell.
 - Given our working relationship with the Springfield Forestry Dept., Parks Dept. and DPW we removed a sugar maple tree on Trafton Street near Forest Park and performed storm damage cleanup of a tree over the Picknelly Baseball Field parking lot.
 - Per the Huntington YMCA's request for assistance trees with dangerous limbs over pedestrian trails throughout their wooded summer camp were removed to protect campers. Several trees were sawn into smaller movable pieces due to falling on the arts and crafts building due to a storm.

Each participant has received a Massachusetts DOT physical card, which qualifies them to take the Massachusetts Hoisting License tests. Pending qualifications some inmates receive the hoisting license and/or CDL license. These tests will further enhance the apprentices' credentials and provide

them with additional opportunities in the field. With these certifications, participants are equipped not only with practical experience but also with the necessary credentials to pursue a wide range of career paths in arboriculture.

In FY25, YSI has been able to sustain its existing businesses (Stonybrook Grille, 701 Grille, and the Olde Armory Grille) as well as explore other opportunities for growth, particularly in the area of manufacturing, to recapture transitional work leading to direct hires of the YSI participants at local businesses.

- Created in 2022, the **Honorary Sheriff's Workforce Initiative** and the **Hampden County Honorary Sheriff's Charitable Foundation** continued to operate as 501(c)(3) entities, supporting at-risk individuals in the Hampden County region of western Massachusetts. Participants, including the currently incarcerated, the recently incarcerated, homeless and jobless individuals, and individuals of limited financial means, are provided job training, work experience and work opportunities. In addition, the two Honorary Sheriff's programs are designed to conduct such other activities and programs as may be carried out by a corporation organized under Massachusetts General Laws, Chapter 180 and described in Section 501(c)(3) of the Internal Revenue Code.

EMPLOYMENT SERVICES

The HCSO has developed an extensive employment model to focus on job readiness, placement and retention through a gradual, supervised and supportive four phase program. Our employment services program continues to provide assistance in a number of ways as we transition out of the pandemic. Outlined below are the ways in which we seek to assist our population as we adapt to changes in the local job market.

- **Phase One:** Offenders are enrolled in various educational and vocational programs. They also create individual Employment Portfolios which include identification credentials that are necessary for obtaining employment and housing such as: Social Security card, birth certificate, Massachusetts ID, résumé, job applications and any awards or certificates they have received.

- **Phase Two:** This phase covers interview techniques, computer skills, networking skills, and mock interviews.
- **Phase Three:** This phase includes assessment, job search and job matching. Employment staff will work one-on-one with individuals to develop short- and long-term goals, including educational training to increase employment opportunities and increased wage potential.
- **Phase Four:** In this phase, we emphasize job retention through targeted triage to support both employer and employee. This is achieved by on-going communication and job site visits, which build and strengthen established relationships with employers and employees. Participants also complete a financial literacy course which covers personal budgeting, banking, credit report proficiency, and certain Department of Revenue issues that may have developed during their incarceration.

As noted throughout, the Hampden County Sheriff's Office offers a wide range of vocational and skills training in culinary arts, construction, painting, landscaping, welding, custodial maintenance, graphics and the repair and re-upholstery of office furniture. Certificate programs are offered in OSHA 10 (general industry and construction), ServSafe, Blueprint Reading, and our new *American Welding Society* training and certification program.

These training efforts are crucial to developing skill sets for the offenders to utilize upon release. The Employment Team networks with local employers to market the vocational and industries programs, thus increasing employability for those who have participated, and ultimately resulting in a decrease in recidivism.

As noted earlier, our Employment Team plays a vital role in the operation of the Olde Armory Grille Restaurant, a café in Springfield Technology Park, which offers offenders real life work experience and puts on display their talent and skill sets for local businesses looking to hire. Collaborations have been established community entities such as STCC, HCC, MassHire, the Springfield Housing Authority, and others offering training and education to our participants. In FY23, our business model adapted to the changes in the community and its location. With the departure of many of the businesses at Tech Park, we began to offer more catering and delivery services and expanded to provide Grab and Go products to STCC students and faculty. This continues to flourish in FY'25

Touching upon our previous mention of the **Charitable Foundation** and **Workforce Initiative**, these non-profits were formed and designed to help female and male transitioning ex-offenders in conjunction with habitually unemployed homeless individuals and disenfranchised workers across Hampden County. This initiative is establishing a track record of employment and the eventual transition to a permanent position with partnered local businesses, while providing immediate financial payment to the participant. The program is funded by various grants with a focus on helping the Hampden County community and Commonwealth at no cost to the taxpayer. The Initiative operates primarily out of the **All Inclusive Support Services** (AISS) building located in the Mason Square section of Springfield and has linked with **MassHire** for additional services to be provided to the participants. While based out of AISS, it is evolving and expanding in scope of work and locations to better reach participants and help them become job-ready.

- **Charitable Foundation mission:**

Charitable Foundation: (1) fundraise for and support the Hampden County Honorary Deputy Sheriffs' Association in its mission of developing community awareness of the criminal justice system through participation and sponsorship of any activity which has a civic or charitable objective and will have a positive impact on the community, (2) fundraise for and support community-based, charitable initiatives to benefit vulnerable and at-risk populations, including the homeless, incarcerated, recently incarcerated, jobless, and those of limited financial means, (3) support or promote organizations who engage in (1) and (2) above, provided that, in each case, such organization is considered tax exempt within the meaning of Section 501(c)(3) of the Internal Revenue Code, and (4) to conduct such other activities and programs as may be carried out by a corporation organized under Massachusetts General Laws, Chapter 180 and described in Section 501(c)(3) of the Internal Revenue Code.

- **Workforce Initiative mission**

(1) support at-risk individuals in Hampden County, Massachusetts, especially those who are currently incarcerated, the recently incarcerated, homeless individuals, jobless individuals, and individuals of limited financial means by providing work opportunities, work experience and job training, and (2) to conduct such other activities and programs as may be carried out by a corporation organized under Massachusetts General Laws, Chapter 180 and described in Section 501(c)(3) of the Internal Revenue Code.

SECTION I

Comprehensive quantitative analysis of the impact of the program has on participating inmates as compared to non-participating inmates, including their disciplinary record while in custody, their recidivism rates after release and their employment rate after release.

Impact on Participants:



PROGRAM IMPACT SHEET

York Street Industries - CY2025

*A factory inside the correctional facility with inmates as the workers, York Street Industries (YSI) produces quality goods, principally for schools, correctional facilities, and other governmental agencies. Work includes: **screen printing, embroidering, sewing, upholstery, woodworking, welding, custodial maintenance, graphics / printing, culinary, office furniture manufacturing / repair.** The program provides skills to enable individuals to obtain and maintain employment upon release, a prerequisite for success in the community after incarceration.*

Climate of Productive Engagement

The Hampden County Sheriff's Office (HCSO) believes that productive engagement during incarceration promotes positive outcomes including good institutional adjustment and reduced recidivism rates. Based on data from the state of MA's publicly available Cross-Tracking Programs Dashboard¹, sentenced inmates at Hampden enrolled in an average of 7 programs, while pretrial inmates, who have much shorter lengths of stay, typically were enrolled in 4 programs in 2024. Robust program engagement occurs at all sites, with movement to programs far outnumbering aggressive disciplinary incidents including fights and assaults among inmates. In 2025, the ratio of program moves to fights was 1:445 for all sites; in other words, for every one inmate fight, there were over 400 moves to various programs.²

Average number of Program Moves per week (MI & WCC): 937

Average number of Inmate Fights per week (MI & WCC): 4.3

¹ <https://www.mass.gov/info-details/cross-tracking-system-programs>

² Program moves data relies on scans into formal programs, so additional in-pod programs, visits, and gym recreation are not captured in these figures.

Among the 64 YSI participants who began Prison Industries work in 2025, only 8 were involved in a fight or assault during that year. In other words, more than 80% of PI participants did not engage in a fight or assault against another inmate or staff member.

2025 YSI Cohort

In 2025, there were **64** men and women who began participating in Prison Industries. Characteristics of these individuals appear below:

- Average age was 37 years, with the youngest participant aged 21 and the oldest aged 62
- Most individuals were classified as medium risk per the LSI (62.5%), with only 20.3% classified as high risk
- Participants were half pretrial (32 JAL) and half sentenced (30 HOC and 2 DOC); however, female participants had a greater concentration of pretrial individuals (55.6%)
- 7 of these individuals were still active in the program at year’s end
- Of the 29 discontinued from the program, the majority was due to being released from custody (18)
- Of the 19 terminated from the program, the majority was for insufficient participation (13), with only 3 terminated for disciplinary action

Recidivism Rates

On average, Hampden County possesses relatively low recidivism rates as compared to other counties across the state. As shown in the following tables, individuals released from HCSO have very high rates of success, with more than 80% not experiencing a reincarceration within one year post-release.

Percentage of Individuals Reincarcerated within One Year of Release by Agency		
	Hampden	All MA
Year of Release	County	Counties Rates
2023	19.3%	21.3%
2022	16.5%	22.2%
2021	16.7%	20.9%
2020	12.0%	15.9%
2019	12.3%	19.0%
2018	19.0%	23.6%

Note: Figures taken from public MA.gov recidivism dashboard, keyword: cross-tracking.

Looking specifically at outcomes for YSI participants released in prior years, preliminary data suggests that they tend to fair *better* than their peers. Of the YSI participants who were released to the community in 2023, only 1 individual was reincarcerated within their first year of release.

One Year Reincarceration Rate for YSI Participants Released in 2023: 7.7%

One Year Reincarceration Rate for All Hampden County Releases in 2023: 19.3%

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<https://hcsoma.org/public-information/research/> or

<https://www.mass.gov/info-details/cross-tracking-system-state-county-correctional-populations>

EMPLOYMENT RATE INFORMATION

- Since its inception, the HCSO Employment Team has connected individuals to more than **11,632** job placements.
- Averaging approximately **25** new employers annually, the HCSO's employment database currently lists well over **500** employers and vendors that we have partnered with over the years.
- During FY23, **289** individuals transitioned to employment using the Employment Team's services.
- Significantly, we also added **37** new employers to our database (9 more than our yearly average).

SECTION II

Information on the participants.

Industries Participants in Fiscal Year 2025:

Potential candidates for the Prison Industries program (PI) must earn the opportunity to enroll. This is achieved through prior work performance evaluations within facility jobs, program participation and overall assessment. Once in the Prison Industries program, participants are required to remain incident- and discipline-free.

○ *Inside the Facility:*

- We utilize our programs to prepare offenders for reintegration into society by giving them the tools and real life experiences while incarcerated to get and maintain employment in the community.
- Prison Industries becomes a tool to reward good behavior. Offenders that want to learn and do the right things can excel, earn money, and gain the knowledge to become more employable when released.
- Prison Industries is also a tool used to change disruptive behavior. By allowing individuals the opportunity to become part of a team and learn to work together, we can slowly break the cycle of negative behavior. After working within the industries program, these individuals become less of a problem in the living units and more employable upon release.

○ *Outside the Facility:*

- While taking a comprehensive review of the needs of each individual, we use treatment, education, vocations, industries and employment to help ex-offenders get and maintain employment within the community. If an individual has a setback when released, we offer support through our community-based team at our **All-Inclusive Support Services** program (AISS) located within the community of Springfield. Here, we offer support for a number of reentry needs such as substance abuse treatment, housing, child support and employment services. These services are available to any ex-offender no matter how long they have been released.
- Our Employment Team assists in employment placement and also with job retention. This support is critical for the offender and the employer. In this endeavor, we are positioned to anticipate problems and avoid potential termination of employment.

SECTION III

Information on the customers of the program, including whether they are a public entity, a private business or a nonprofit.

Community Restitution Crews

Products and services sold by York Street Industries are chosen carefully as not to take business away from local vendors. Competing vendors for most products that are produced are located outside the continental USA. Vocational training is the number one concern of our industries program and customers are selected based on several criteria.

- 1. Public Agencies** – We believe offenders should give back to the community that they came from and in teaching offenders to take pride in a job well done and establishing a good work ethic is paramount in maintaining employment on the outside. Our offenders come from the local community, so when we rebuild a park or baseball field they are giving back to the community and an offender can take pride in the fact that his or her child maybe using that park once finished.
- 2. Nonprofit** – Like public agencies, nonprofit agencies are committed to helping our community. Helping to produce goods and services for nonprofits allows offenders the ability to develop skill sets that will enhance their opportunities for long term employment upon release. Ultimately, this contributes to reducing recidivism rates and strengthening the community and families they return to.
- 3. Private Businesses** – Our partnership with private business is essential to the success of our Prison Industries program. Our model is a two-fold approach of teaching skills and generating revenue. We teach offenders essential soft skills in our industries program such as punctuality, time management, quality control, teamwork, communication, listening, and taking pride in a job well done, to name a few. Together with our business partners we get to take these skills to the next level and teach offenders specific skills needed to gain sustainable employment. Some examples of these skills include basic construction, welding, sewing, packaging, tool usage, quality control, shipping, receiving, inventory control, machine and tool operation, OSHA 10, ServSafe, production deadlines, and safety. Upon completion of the industries program, offenders have secured employment in construction trades, food service, manufacturing, and customer service, to name a few. In some cases, we are able to place a worker in a job while still in higher security as a result of their acquired vocational skills. We maintain contact with these individuals to support them and ensure they meet all requirements to maintain employment in the community.

Reentry planning begins on day one of incarceration at each of our facilities. A holistic approach to vocational, education, employment readiness training - as well as and short- and long-term goal defining - begins immediately. These integrated assessments and individual release plans prepare people for returning to the community by working in partnership with hundreds of community resources to establish a solid platform to create the highest possible impact for ex-offenders, their families and our neighborhoods.

Our Community Restitution work crews have saved cities and towns across Hampden County millions of dollars and performed over a million hours of labor, often completing tasks left unresolved by others. For example, the city of Springfield alone has seen a savings of over \$11 million.

FY25 Community Restitution Projects:

Our Community Restitution crews perform weekly street and park clean-ups within Hampden County. Partnerships with the cities of Springfield, Holyoke and Chicopee yield community service projects that are outlined below, saving the cities annually and contributing to our community's quality of life.

Through our unique partnership with the **Springfield Parks Department**, the HCSO's Community Restitution program provides vocational training and workplace skills in the construction field. Utilizing a city-owned saw mill and tree dump, we are able to salvage usable wooden boards for reuse. The project has spawned a "Green" business and vocational training opportunity. The boards are brought from the community to our Building Trades shop where students learned to measure, cut and assemble Adirondack chairs. The local demand for these chairs is so great that we have been increasing our efforts on this production. Gradually, we began building sheds that are constructed in the same manner as a residential home to teach carpentry skills. This recycling program represents a unique synergy between our outside work crews and our shops within the Main Institution and helped earn the designation of Springfield as the *fourth greenest city in America*.

Additionally, the work of our Community Restitution crews has benefited the following communities with the following FY25 projects:

CITY OF SPRINGFIELD:

1. Franconia Golf Course painted the maintenance barn.
2. Painted Gazebo at Johnny Aiello Park on Morgan St. .
3. City Hall- Painting and refurbishing of several offices and meeting areas.

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4. Springfield School Department painting of classrooms and hallways in several schools.
5. Springfield Parks Department painting of Van Horn Park Field House.
6. Assisted with the setting up of Bright Nights Holiday season display.
7. Springfield Fire Department Painting and floor refurbishing at various station location.
8. Painting and Refurbishing of Gerena Tunnel.
9. Picknelly Field painted dugouts and concession buildings. Also provided a worker to landscape and maintain field on a daily basis.
10. Painting and refurbishing of Cyr Arena at Forest Park.
11. Painted and epoxied floors at Springfield PD gun range.

TOWN OF LUDLOW:

1. Painting of several offices and recreation areas at the Boys and Girls Club.
2. Provided a crew to perform landscaping and power washing of exterior buildings at new Ludlow High School Athletic Complex.

TOWN OF LONGMEADOW

1. Painted the pool house at Greenwood Park.

CITY OF WESTFIELD

- 1 Provided several crews to remove liter and prep the Genesis Community Gardens for the upcoming planting season.
- 2 Provided several crews to remove litter and trash along route 20 from West Springfield. to Wal-Mart Plaza.

CITY OF WEST SPRINGFIELD

- 1 Removed trash and debris from the Memorial Drive area to include Circuit Avenue.

CITY OF HOLYOKE

- 1 Provided crews to complete revitalize Police Headquarters work included painting, floor refurbishing, general maintenance, and landscaping work.
- 2 Holyoke War Memorial refurbished office space work included floor installation and painting.

NON PROFIT ORGANAZATIONS:

1. Grit and Gratitude Club of Springfield provided several crews over multiple days to transform an old warehouse into an after school athletic club. The crews totally transformed the space.
2. Holyoke Safe Neighborhoods provided crews to set up for Back to School Event. Cleaned graffiti and painted at McNally Field and Springdale Park.
3. Stone Soul Organization- Springfield provided crews to help set up for annual Stone Soul Celebration at Blunt Park. Also helped with moving of equipment at its headquarters on Colton St.
4. Provided Bi-Weekly landscaping at 3 Community Gardens located at Dickinson St., Beaumont St., and Alderman St.

5. Michaels House Springfield interior painting completed.
6. Mass Hire Holyoke painted new office areas.
7. West Mass Development Corp Ludlow Mills provided a crew weekly to help perform various maintenance tasks.
8. Western MA Scouts Camp Moses provide a crew at various times to perform maintenance tasks like painting and other carpentry projects. Ben and his crew also go up to the camp to remove trees.
9. Fish and Game Club Ludlow MA provide a landscaping crew Bi-weekly to take care of the grounds.
10. MA State Police Barracks various painting projects every few months. Last project was the painting of hallways.
11. Spirit of Springfield setting up displays for their Holiday Ball. Transported scaffolding for fireworks display.
12. Springfield Urban Clean provided several crews over multiple weekends to prepare Camp Atwater in Brimfield for the upcoming season work includes carpentry, landscaping and painting.
13. Springfield Survival Center in Indian Orchard provided a crew to assist with the United Letter Carriers Food Drive.
14. Springfield Puerto Rican Day Parade provide 6 crews to clean up the route after the parade is held. The route runs from the corner of Wasson Ave and Main St to MGM casino.
15. Springfield North End Neighborhood Council provide a crew to remove trash and debris during a cleanup effort in the North End.

Quality of Life

Various community based projects such as graffiti removal, neighborhood landscaping & clean-ups of baseball fields, terraces, etc.

PAST PROJECTS:

The seat re-upholstery of auditoriums has financially saved our Commonwealth hundreds of thousands of dollars. These work incentive projects include schools and colleges with seating from 400 to as large as 1,500. Boston University, University of Massachusetts, Springfield Public Schools, Springfield Technical Community College, Taunton Public Schools, Fall River Public schools among others, are samples of the expansive scope of work. Each auditorium job can save a school from \$100,000 to \$500,000 and this can mean the difference between bringing an auditorium back to life and up to fire code or students sitting in ripped torn seating with exposed foam and

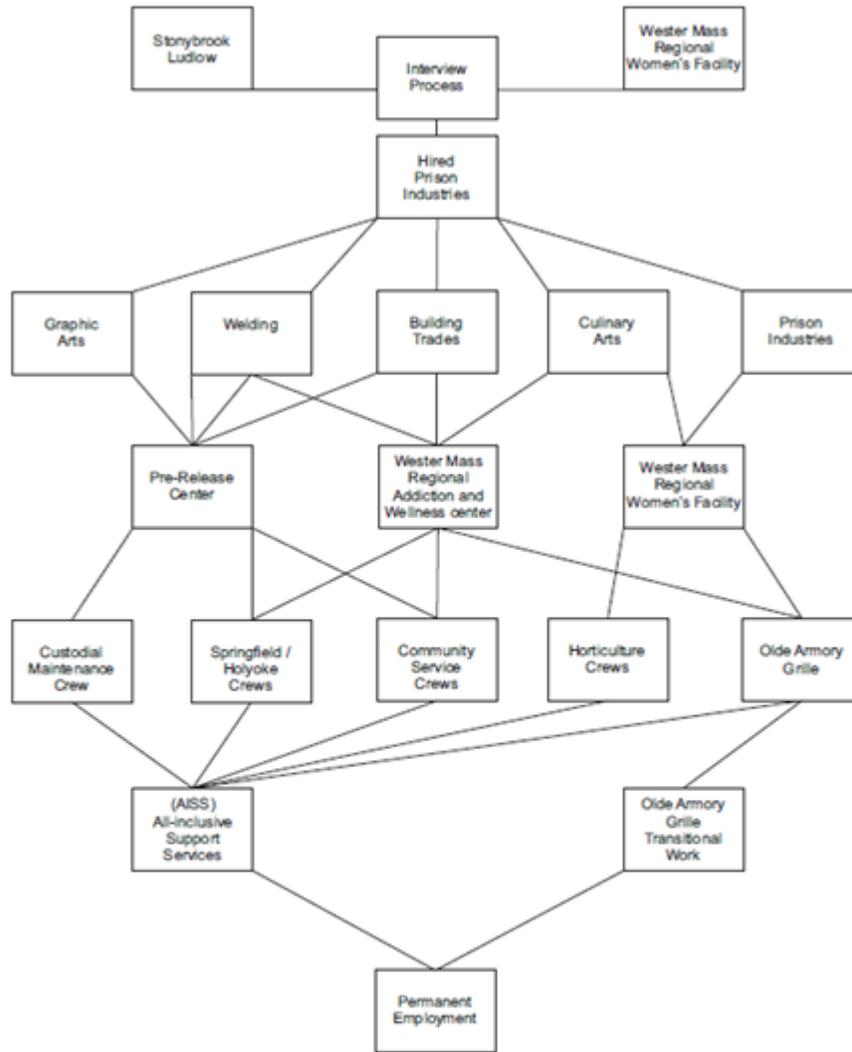
metal.

- a. Another aspect of the re-upholstery program is the complete restoration of furniture. Thanks to our carpentry, welding and upholstery teams, all pieces are new again. To our despair, we are so busy that we have had to reject potential business.
- b. Prison Industries has assisted numbers cities and towns across the Commonwealth including Palmer, Ludlow, Holland, Wilbraham, Longmeadow, East Longmeadow, East Otis, Chicopee, Russell, Westfield, West Springfield, Hampden, Monson, Taunton, Fall River, Cohasset and towns on Cape Cod.

SECTION IV

Compensation Rates for Participants:

The compensation rate for Prison Industries begins at \$0.50 per hour and ranges up through the Massachusetts minimum wage of \$15.00. The rate of pay is dependent upon worker classification status and work site.



A vital component of the Correctional Industries system is addressing the varied needs of our inmate population as the whole person and not just to punish them for their offenses. We also actively look to eliminate impediments to health care, rehabilitation, education and employment. York Street Industries plays a vital role by helping to change prior criminal behaviors which help to facilitate a successful transition back to family and community. Our participants' recidivism numbers are significantly lower compared to the national average, validating the efficiencies of our strategic reentry model. There are struggles, but this holistic philosophy has changed thousands of lives, provided pathways, and built a firm foundation for our released citizens, their families and ultimately the quality of life within our communities.

8910-1000 Hampden Prison Industries Retained Revenue Report

The Hampden County Sheriff's Office is at a place where we believe we can continue to thrive and create measurable change by increasing our retained revenue cap.