

# BUREAU OF CORRECTIONAL ENTERPRISES



## OUTREACH

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*Work. Learn. Earn.*

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# About Us

BCE has 16 teams, with workers from 10 correctional facilities. We provide opportunities for our workers to receive vocational training and develop marketable skills. BCE sells a variety of products and services to federal, state, and local government agencies, universities, and non-profit organizations.

Wisconsin statutes dictate that BCE be a profitable enterprise. BCE profits are used to:

- Pay BCE employees and workers
- Buy raw materials to manufacture products
- Purchase, repair, and replace equipment
- Fund BCE's Transition program
- Develop additional opportunities

BCE is proud to offer high-quality products and services at competitive prices as well as contribute to a better Wisconsin.

*"We make many things. We make furniture, road signs, license plates, clothing, mattresses, pillows. We have a herd of about 1,100 cattle. But each of those is a secondary product; our primary product is opportunity."*

*~Wes Ray*



## Wes Ray BCE Director

I am glad to begin by sharing news that Wisconsin's Bureau of Correctional Enterprises (BCE) continues to offer new products and services to customers, which means new opportunities for the workers on our teams. Document design is a new service our Product Development Center (PDC) team offers for sale to government and non-profit customers. More highlights from the PDC can be found on page 13. PDC employees and workers on this team have designed an annual report and a magazine for two different customers.

Another new BCE product offering includes our Avanoa seating products — the first in this family of contemporary chairs. Our Avanoa Z was designed by a former BCE worker who earned minimum-community custody and moved to a correctional center in his continued progress toward going home. In addition to the design opportunity provided to that BCE worker, the employees and workers on our Wood Fabrication team and our Upholstery team, featured on page 13, grew through their participation in our product development process. Workers on these teams shared knowledge so the Avanoa Z frame could be produced more efficiently, as well as expedite the assembly and upholstery of the product. These product development experiences were not previously available to BCE workers.

BCE strengthened public engagement with updated videos to share with employers, customers, and others to tell our part of the Department of Corrections (DOC) story. These include our new BCE Employer Outreach video and BCE Customer Outreach video. While the messaging has been updated, a number of current and former BCE workers are featured, adding their perspectives to the BCE story. These gentlemen do a great job representing themselves as valuable members of BCE and Wisconsin employers' teams. Another new video, BCE Transition Program, quickly lets employers know how this part of BCE can provide a no-cost staffing service to help address personnel challenges.

The Bureau's teams of employees and workers achieved great things in the last year and will continue succeeding in the next year. We continue investing in our organization with more active recruitments and training for employees and workers who provide great BCE products and services. We continue connecting with employers, customers, and the public to strengthen our current work and prepare for new opportunities for worker success. We continue striving to meet our mission, which includes being financially viable and offering persons in DOC care with options to work, learn, and earn as members of BCE teams.

Thank you for your time with our outreach brochure.  
We wish you the best in the coming year.





# Jared Hoy

## DOC Secretary

In the pages of this annual report, readers can learn about the crops and animals raised on Department of Corrections (DOC) farms, the signs made, the variety of license plates produced, and the furniture persons in our care design and build.

The stories and photos shared here represent the hard work not only of those in our care but also DOC staff. This is because the Bureau of Correctional Enterprises (BCE) isn't really about building office furniture or making ice cream. The Bureau is really building second chances. With the help of our staff, each of the persons in our care involved in BCE is working to build their own second chance as they learn skills needed to succeed with in-demand careers in our community.

While BCE offers these individuals training in everything from metal stamping to embroidery, the most important lessons taught aren't technical skills. BCE teaches individuals responsibility, teamwork, communication and a multitude of skills that may not be listed on a job application yet are essential to thriving in our communities.

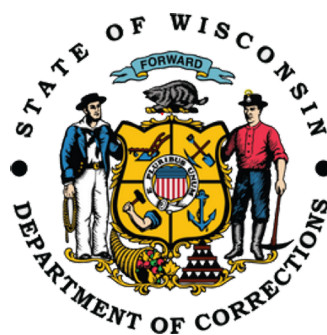
Like all DOC programs, BCE is about rehabilitation — giving individuals the training, the resources and support they need to make their own positive choices and contribute to our communities.

One of the best parts of this program is this rehabilitative work helps state and local government, universities, and non-profit partners meet real needs for products, which in turn provides the funding to fuel BCE's work.

As our state's economy continues to flourish with record low unemployment, employers are able to rely on BCE workers returning to the community, ready to work. Three years after release from prison, 88% of individuals who participated in BCE are employed. Most importantly, 78% of these individuals do not return to DOC's care during those three years.

BCE is truly a win-win program for both the individuals who are rebuilding their lives and working toward careers in the community, as well as our state's businesses and communities.

The DOC is proud to be helping both those in our care and our state move forward.



A WORD FROM THE Secretary

# Our Sales

## **BCE had \$32.8 million in sales**

BCE sells to government entities, universities, and non-profit customers across Wisconsin and the United States.



## **Only \$50,000 was appropriated to BCE**

For all BCE operations, only \$50,000 of Wisconsin tax payers' dollars were appropriated for the fiscal year.



## **BCE paid its workers \$714,633**

BCE understands the financial obligations for which our workers are accountable. This increases their ability to pay for these obligations.



# Our Vision

The Bureau of Correctional Enterprises makes a demonstrable contribution to public safety through our valued staff. We provide persons in our care with training and work experience that lead to long-term success while in prison and in the community upon re-entry. Together, we provide high-quality products and services to our customers.

# Our Milestones

## On average 366 are learning

BCE employees work on 16 teams across the state. On an average workday, 366 workers are learning skills at real jobs.



## BCE workers clocked 690,581 hours of work

We provide a stable income for workers on our teams and pride ourselves in offering as much work time as we are able. In the past year, BCE workers were able to get over 690,000 hours to earn and learn.



## 88% of former BCE workers earned jobs

We view it as our responsibility to BCE workers that they learn job skills while employed. Our data shows 88% of former BCE workers earn jobs within three years of returning to their families and communities.



# Our Mission

The mission of the Bureau of Correctional Enterprises is to enhance public safety by providing jobs and training for persons in our care which develop marketable skills and experience that leads to long-term success while in prison and in the community upon re-entry.

# L

## Locations



### Agriculture

#### WAUPUN & FOX LAKE FARMS

- Dairy cows & crops

#### WAUPUN DAIRY

- Milk, ice cream, & sherbet

#### OREGON FARM

- Dairy cows & crops



### Logistics

#### BADGER STATE LOGISTICS

- Commodities warehouse

#### INDUSTRIES DISTRIBUTION CENTER

- Transportation, storage, delivery, & installation

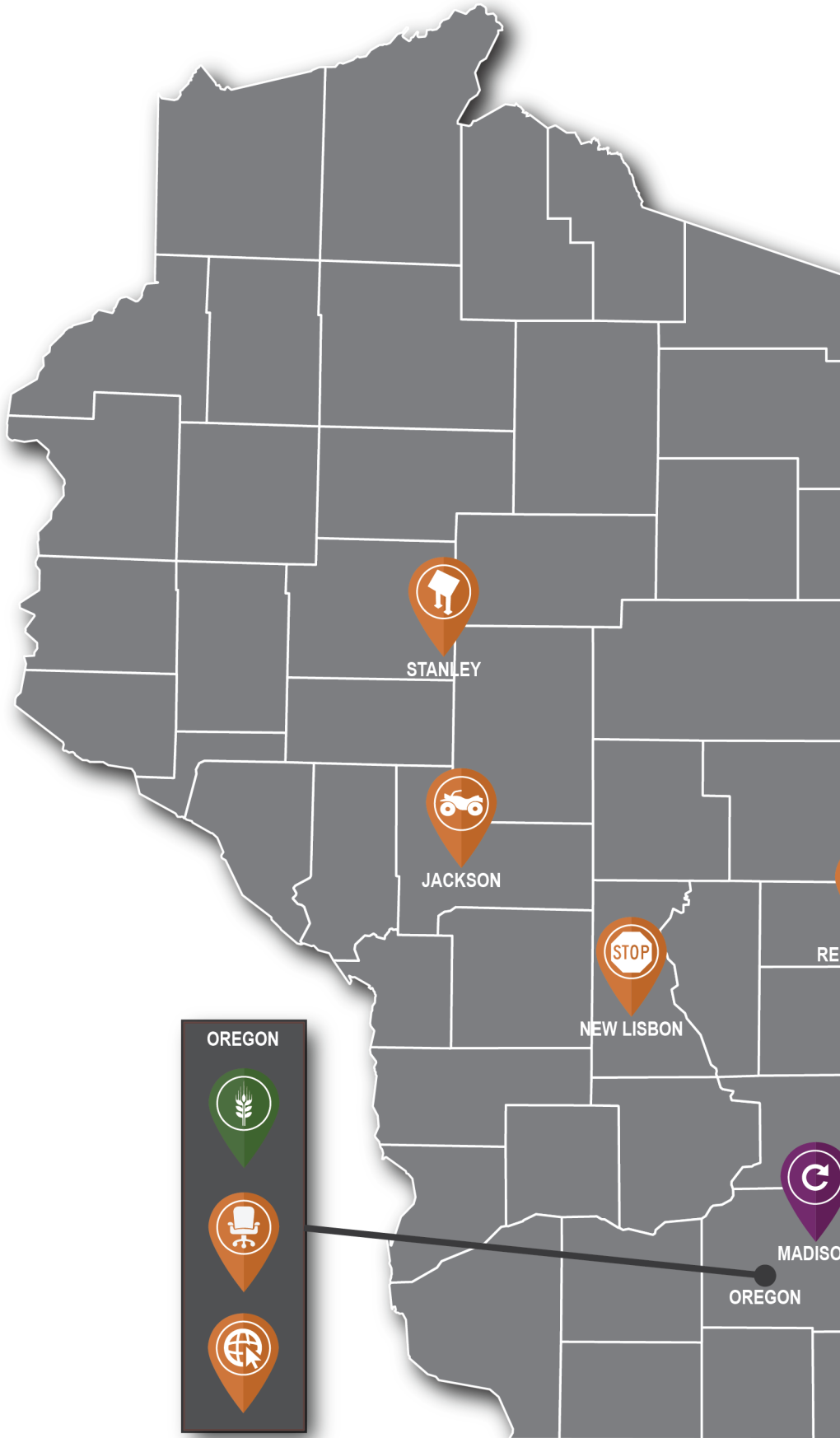


### Transition



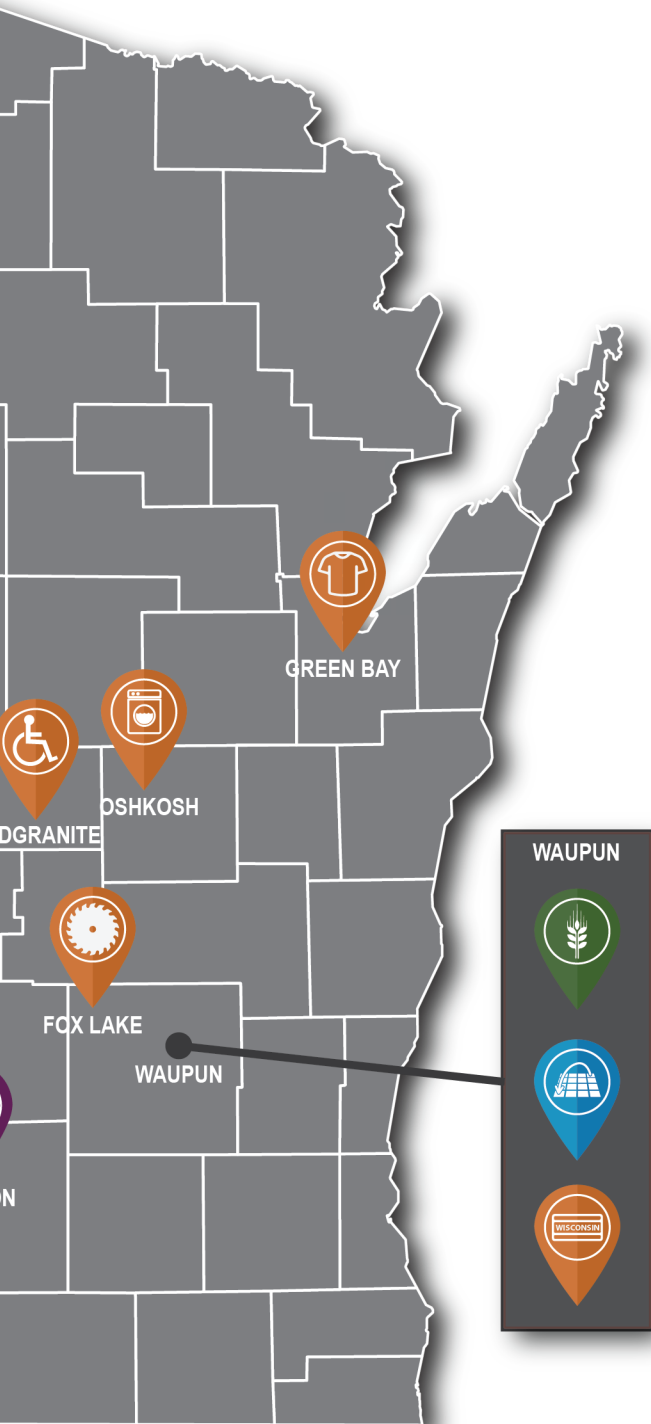
#### TRANSITION PROGRAM

- BCE Central Office





# — Bureau of — Correctional Enterprises



## Industries



**LAUNDRY & LINEN RENTALS**  
• Oshkosh Correctional Institution



**TEXTILES & EMBROIDERY**  
• Green Bay Correctional Institution



**METAL FABRICATION & STAMPING**  
• Waupun Correctional Institution



**PRODUCT DEVELOPMENT CENTER**  
• Oakhill Correctional Institution



**UPHOLSTERY**  
• Oakhill Correctional Institution



**CUSTOM SIGNS**  
• Stanley Correctional Institution



**WOOD FABRICATION**  
• Fox Lake Correctional Institution



**SIGN HYDRO-STRIPPING**  
• New Lisbon Correctional Institution



**ROAD & TRAIL SIGNS**  
• Jackson Correctional Institution



**DURABLE MEDICAL EQUIPMENT REFURBISHING**  
• Redgranite Correctional Institution

# A

## Agriculture



### **Oregon Farm**

The Oregon farm employs persons from Oakhill Correctional Institution and consists of approximately 530 acres. It has a Holstein dairy herd of 158 milk cows and 117 replacement heifers. The primary crops—alfalfa, corn, soybeans, and wheat—are grown predominantly for herd consumption.

### **Waupun & Fox Lake Farms**

The Waupun and Fox Lake farms consist of approximately 1,650 acres and employ persons from the John Burke Correctional Center. There is a Holstein dairy herd of 392 milk cows and 341 replacement heifers. The primary crops—alfalfa, corn, soybeans, and wheat—are grown predominantly for herd consumption.

### **Waupun Dairy**

The Waupun Dairy employs persons from the John Burke Correctional Center. This dairy produces and sells skim milk in five-gallon and half-pint containers as well as ice cream and sherbet in single-serving containers. The cream by-product from the skim milk is also sold to customers.



## Custom Signs

BCE Custom Signs is an all-encompassing industries shop located in Stanley Correctional Institution. With a primary focus on metal fabrication, exterior, interior, and education signage, we are always looking to expand our capabilities. If you can dream it, we can create it.

This team uses high-quality materials, state of the art equipment, and digital design in nearly every facet of product development. From certified CAD designers to apprentice fabricators, the quality of work is top-notch.

As long-time partners of the Wisconsin Department of Natural Resources, we have built a parks and recreational product line rivaling the best in the nation. Our interior sign products are displayed in multiple University of Wisconsin campuses and state office buildings.

## Road & Trail Signs

BCE Road & Trail Signs, located in Jackson Correctional Institution, produces high-quality, long-lasting signs for use on public highways, city streets, and off-road trail systems throughout the State of Wisconsin. We are long-time partners of the Wisconsin Department of Transportation, as well as many counties, cities, townships, and ATV clubs.

Our team has mastered the art of applying reflective sheeting to aluminum substrate and screen printing all federally mandated MUTCD signs. Our new wide-format latex printer also gives us the option to print full-color signs with crisp, clear quality.

## Sign Hydrostripping

BCE Sign Hydrostripping is located in New Lisbon Correctional Institution and provides precision accurate sign blanks to our Road & Trail shop and county/city sign shops throughout Wisconsin. Our unique Sign Reuse Partnership program promotes environmental stewardship and customers can save an average of 25% on raw material costs.

As part of the hydrostripping process, we transform weathered, outdated aluminum signs which no longer meet reflectivity standards into clean, reusable sign blanks. The hydrostripper applies high-pressure water to strip vinyl sheeting off decommissioned signs so the aluminum blanks can be used again. The stripped blanks are then re-sheeted to make new signs. With our 100% Green Hydrostripping technology, the entire process is done without damaging the environment.





### **Durable Medical Equipment Refurbishing**

BCE Durable Medical Equipment (DME) Refurbishing employs persons from Redgranite Correctional Institution. This team disassembles, sanitizes, repairs, and reassembles power and manual wheelchairs, bath equipment, and other miscellaneous mobility equipment in like-new condition. Most items are received as donations from various partnered organizations. Collected equipment that passes the preliminary assessment is refurbished to sell to customers at a much lower rate than the same products new. BCE partners with Wisconsin-based non-profits and the Department of Health Services to help those with mobility challenges obtain equipment.

Current sale listings can be obtained through DME's contact [BCEDME@wisconsin.gov](mailto:BCEDME@wisconsin.gov).

### **Laundry and Linen Rental Services**

BCE Laundry, located at Oshkosh Correctional Institution, provides laundry services to state agencies and universities. Facilities operated by the Departments of Corrections, Health Services, and Veterans Affairs purchase regularly scheduled laundry services, which include collecting, cleaning, and returning dirty clothing, coats, bed and bath linens, mops, and rags. Linen rental services are offered to federal, state, and local government agencies and campuses, as well as non-profit organizations for various events.

### **Metal Fabrication**

BCE Metal Fabrication is an industry that sells metal products such as file pedestals, laterals, vertical files, preconfigured lateral files, kiosks, wardrobes, credenzas, overheads, sit stands, and monitor arms. This team currently does not fabricate or assemble any products, but sources products from vendors to meet customers' needs.

### **Metal Stamping**

Since 1921, BCE Metal Stamping has produced license plates for the State of Wisconsin. Employing persons at Waupun Correctional Institution, this team makes license plates for cars, trucks, motorcycles, and trailers used for both personal and commercial vehicles. License plate products include more than 70 specialty plates (including personalization), over 10 cycle plates, more than 15 hand-screened license plates for Native American tribes, and validation stickers used for every plate type.



## Product Development Center (PDC)

The Product Development Center (PDC), located at Oakhill Correctional Institution, supports all BCE industries in three ways: design, support, and promote. The design team utilizes the latest software, such as SolidWorks and AutoCAD, to create original and custom designed furniture and other products for BCE. The support team designs and manages the ShopBCE.com website and is also responsible for the management of pricing and the pricelists for all product offerings. The promotion team creates print and digital materials, including brochures, catalogs, ads, social media graphics, and more. In 2024, BCE started the process to develop videography services that can be used by other agencies.

Utilizing Adobe Creative Cloud, the workers leverage their creativity while working on real-world projects. The projects completed through the PDC provide our workers hands-on experience and prepare them for employment upon reintroduction to their communities.

## Textiles/Embroidery

BCE Textiles employs persons at the Green Bay Correctional Institution and produces items sold to government and non-profit customers, including local governments and K-12 schools. The robust product offerings include detention clothing, mattresses, pillows, linens, and towels which are available through ShopBCE.com. This team also provides embroidery and heat transfer enhancements to a wide range of products.

## Upholstery

BCE Upholstery, located at Oakhill Correctional Institution, provides professional, high-quality upholstered and unupholstered products for use in offices, dorms, lounges, and open seating areas. Upholstered furniture is offered with a large variety of fabric choices such as colors, styles, patterns, and textures, as well as moisture barriers and self-sanitizing materials. The team also provides reupholstery services.

## Wood Fabrication

BCE Wood Fabrication employs persons at Fox Lake Correctional Institution and manufactures professional, high-quality woodworking furniture and laminates. Wood Fabrication focuses on building office furniture, including desks, tables, bookcases, files, and credenzas. This team works with BCE's Product Development Center as its design partner. The shop includes CNC (Computer Numeric Control), Solid Works CAD/CAM software, spray/finish booth, edge banding, and additional woodworking tools and equipment for the production of wood furniture.



# L Logistics

## **Badger State Logistics (BSL)**

Badger State Logistics (BSL) employs persons from the John Burke Correctional Center and primarily sells and distributes consumable supplies needed and purchased by government and non-profit organizations. BSL is a BCE warehouse that manages a large inventory of productions, including toilet paper, hand towels, food service supplies, can liners, motor oils, ice melting salt, softener salt, and more. This team works with suppliers to offer quality products with competitive prices.

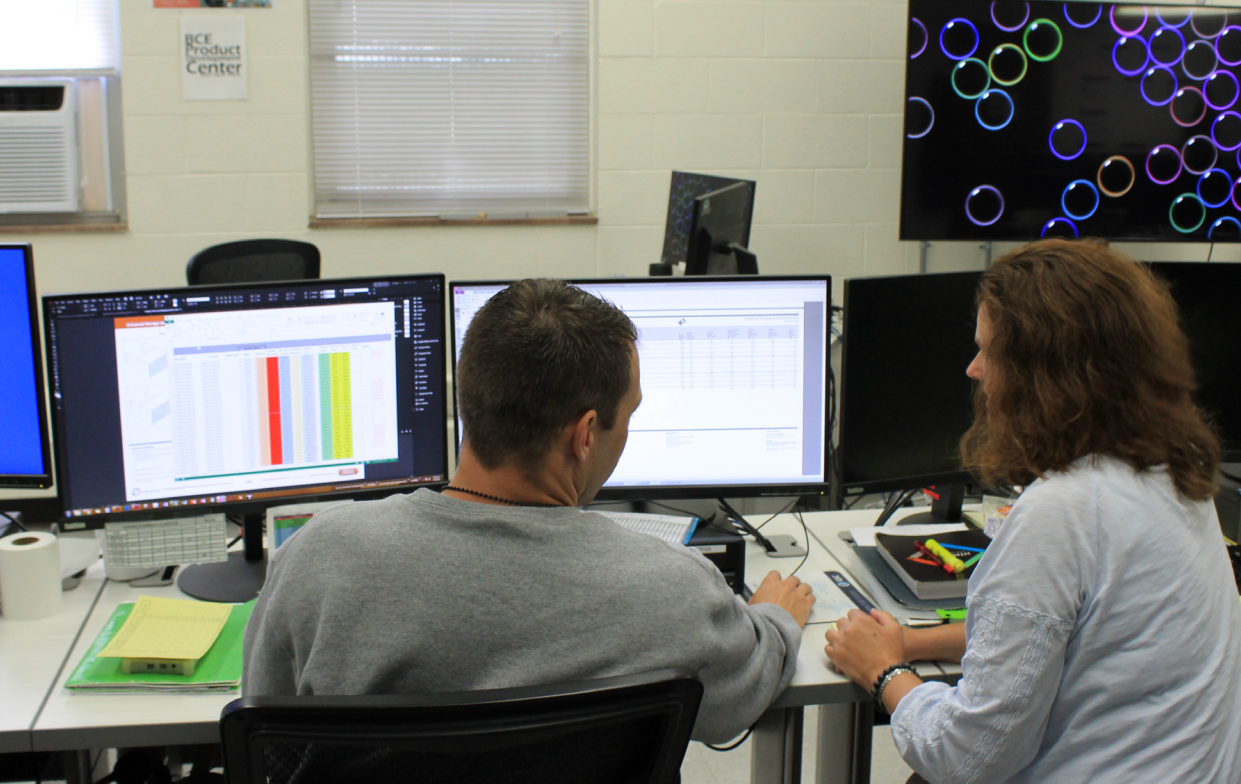
## **Industries Distribution Center (IDC)**

Industries Distribution Center (IDC) employs persons at the John Burke Correctional Center and serves as the central hub for transportation, storage, delivery, and installation of BCE products. IDC's fleet has a range of vehicles from 24' straight trucks to 53' tractor-trailers, providing specialized methods of delivery including non-traditional dock deliveries. IDC provides transportation services to other state agencies for their shipping needs.

The IDC installation team delivers and installs BCE furniture produced by our teams, repairs furniture on-site, and offers project management for large-scale installation projects. IDC also rents warehouse space for products and equipment of state agencies in need of warehouse management and storage.







# T

## Transition

### **Transition Program**

The BCE Transition team helps BCE workers who choose to participate to better-prepare themselves for job searches and connects them with potential employers and community service providers upon return to their communities.

We assist transition participants with drafting resumes and obtaining forms of identification needed to earn employment. Transition team members assist participants by providing job leads near their approved release addresses, information about local social service agencies, and providing short-term supplemental funds for work-related items like tools, special clothing, transportation, and rent.

The BCE Transition team welcomes Wisconsin employers to reach out and learn how BCE can help them hire former BCE workers as valuable additions to their teams.



## Bureau of Correctional Enterprises

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