

BUREAU OF CORRECTIONAL ENTERPRISES

OUTREACH



shopbce.com



Work. Learn. Earn.

ABOUT *Us*

BCE has 16 teams, with workers from 11 correctional facilities, providing opportunities for those workers to receive vocational training and develop work skills. BCE sells a variety of products and services to federal, state, and local government agencies/campuses, 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; and develop additional opportunities.

The work BCE and its customers do together contributes to a safer Wisconsin by enabling persons in our care to achieve greater success. This includes success with employment and not returning to DOC custody. This reduction in the number of persons in DOC care helps the department avoid some costs.

BCE is proud to offer high-quality products and services at competitive prices, and to 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 | BCE Director



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WORD FROM OUR *Director*

I am glad to begin by sharing news that Wisconsin's Bureau of Correctional Enterprises (BCE) earned the National Correctional Industries Association 2023 Performance Excellence Award. Our teams of employees and workers have been chosen by BCE's peers in each state and the federal correctional system to receive this award. This recognizes BCE's exemplary performance in maintaining financial stability, engaging stakeholders, and providing post-release employment services. You can read more about this award and these BCE's accomplishments by visiting www.shopbce.com and clicking the related link in the slideshow near the top of the page. When you see a BCE employee or worker, congratulate them on their work as part of a national award-winning organization.

During fiscal year (FY) 2023, BCE suspended its printing industry operations. This action was taken based on a number of factors. One factor is the continued change from printed to digital distribution of information. Many persons and groups have made this change with many types of information. Reductions in the number and types of items current and potential BCE customers want printed reduced the financial viability of this BCE industry. Two related factors are the reduction in the number and changes in the custody levels assigned to persons in our care (PIOC) living at BCE Printing's host facility, Columbia Correctional Institution (CCI). The number of men living at CCI reduced 46% from 2020 to 2022, and that reduction continued through the last population report in June 2023. Reducing the number of PIOC at CCI is an effective response to the security staffing challenges that continue at CCI. The first PIOC to move from CCI to other facilities were those assigned to minimum custody. This is because minimum security facilities were not experiencing staffing challenges at the same level as CCI. This temporary suspension of BCE Printing operations provides BCE the opportunity to consider resuming printing industry operations.

BCE began using its modern e-commerce site, www.shopbce.com, during 2019 and continued throughout this fiscal year to modernize and expand its communication with stakeholders. BCE continues to use email marketing tools to help customers know about and purchase from BCE and is preparing to begin using our enterprise resource planning (ERP) system instead of 3rd party services. We established a BCE LinkedIn account and actively manage content there to share news about our terrific products, employees, teams, and former workers succeeding after returning to their families and communities. Outreach campaigns with customers and employers have continued at a slower pace due to staffing challenges, but I look forward to increasing our communication with members in each of those groups.

The Bureau is not immune to staffing challenges a number of our host facilities and other parts of the Department continue to experience. Our Finance team leader is realizing some success filling positions after a number of less fruitful recruiting efforts. We have hired two product development managers during this year and are again working to hire a manager of our safety, quality, and transition efforts. Those are a handful of the positions BCE is working to fill to bring our teams and worker opportunities to levels that enable us to fill more customer orders and to help the Department more fully meet its mission. I invite you to explore and share with others the BCE career opportunities available on www.shopbce.com/careers.

The Bureau's teams of employees and workers have achieved great things during FY23 and will continue in that way during the coming year. We will strengthen our organization with investments to recruit, train, and retain great employees and workers. We will strengthen our community and customer engagement by improving our communication materials and how we deliver them. We will improve our financial stability by modernizing our financial communication and work with suppliers and customers. Thank you for your time with our outreach brochure. We wish you the best in FY24.

Sincerely,

Wes Ray, BCE Director
Bureau of Correctional Enterprises



A LETTER FROM THE *Secretary* OF THE DOC

Wisconsin businesses are hiring.

The state's unemployment rate remains at or near a record low, while the number of available jobs remains greater than the number of applicants. Wisconsin is looking for skilled workers and looking to traditionally under-utilized labor pools. One of them is the formerly incarcerated, making the work done by the Department of Corrections' (DOC) Bureau of Correctional Enterprises (BCE) more important than ever.

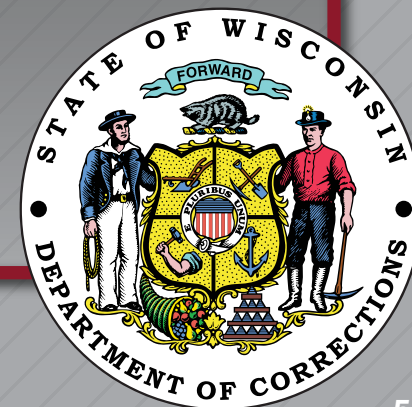
The BCE helps justice-involved people learn the skills needed to help Wisconsin employers, and help themselves by earning good jobs in fields that pay a family-supporting wage. However, it goes beyond adding technical skills. The BCE helps its workers learn or freshen up on soft job skills that are just as important to success in the workplace. The bureau also helps workers connect with employers and identify community resources that will help them successfully transition back into the community.

The DOC's mission includes providing opportunities for positive change and success to our clients and the persons in our care. The Evers' Administration has shown its commitment to that mission through additional education and job-training offerings, with the goal of helping those in our care find success when they return to Wisconsin communities. The BCE plays a critical role in this work, ensuring its workers are able to financially contribute to their families and communities after incarceration.

At the Wisconsin DOC, we say "every person, every family, every community matters." I believe that mantra should be the lens through which we view all of our efforts. Those in our care are no less valuable because of what they did in the past, and the skills they learn working with BCE ensure they will be valued in the future. I am proud to continue supporting the BCE's mission and the workers on its team. I encourage each of you to read this report to see the tremendous impact the BCE is having on persons in our care and Wisconsin's workforce.

Thank you,

Kevin A. Carr, DOC Secretary
Wisconsin Department of Corrections



Sales



BCE had \$34.6 Million in Sales

BCE sells to government and non-profit customers. Last year our sales were more than \$34.6 million to many satisfied customers across Wisconsin and the United States.



Only \$50,000 was Appropriated to BCE

We pride ourselves at BCE on managing our expenses well. For all BCE operations only \$50,000 of Wisconsin tax payer dollars were appropriated in FY23.



BCE Paid it's Workers \$684,870 in FY23

BCE understands the financial obligations our workers are accountable for. In FY23 we paid our workers \$684,870, increasing their ability to pay their financial obligations.



OUR Milestones



On Average 384 Workers are Learning

BCE employs workers on 16 teams across the state. On an average workday, 384 workers are learning work skills at real jobs.



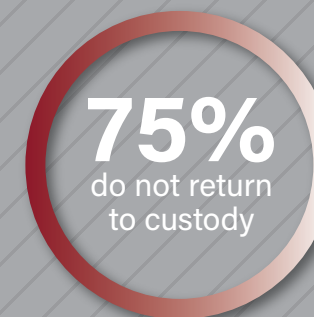
BCE Workers Clocked 677,148 Hours of Work

We provide a stable income for workers on our teams, and pride ourselves in offering as much work time as we are able. During FY23, BCE workers were able to get 677,148 hours to learn and earn.



90% of Former BCE Workers Earned Jobs 75% do not return to custody for any reason

We provide BCE workers with opportunities to learn valuable job skills while working on our teams. These numbers indicate success, as 90% of former BCE workers have earned jobs within 3 years of returning to their families and communities and 75% do not return to custody for any reason.



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. Together we provide high-quality products and services to our customers.

Our Mission

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

OUR BCE Locations

BCE has 16 teams, with workers from 11 correctional facilities throughout the state of Wisconsin. Our agriculture operations are comprised of farm and dairy teams at three sites in Wisconsin. Badger State Logistics and our Industries Distribution Center are both in the City of Waupun. Our Transition Program operates out of BCE's central office in Madison.



Agriculture

WAUPUN & FOX LAKE FARMS

- Dairy Cows, Crops

WAUPUN DAIRY

- Milk, Ice cream, and Sherbet

OREGON FARM

- Dairy Cows, Crops

Logistics

BADGER STATE LOGISTICS

- Commodities Warehouse

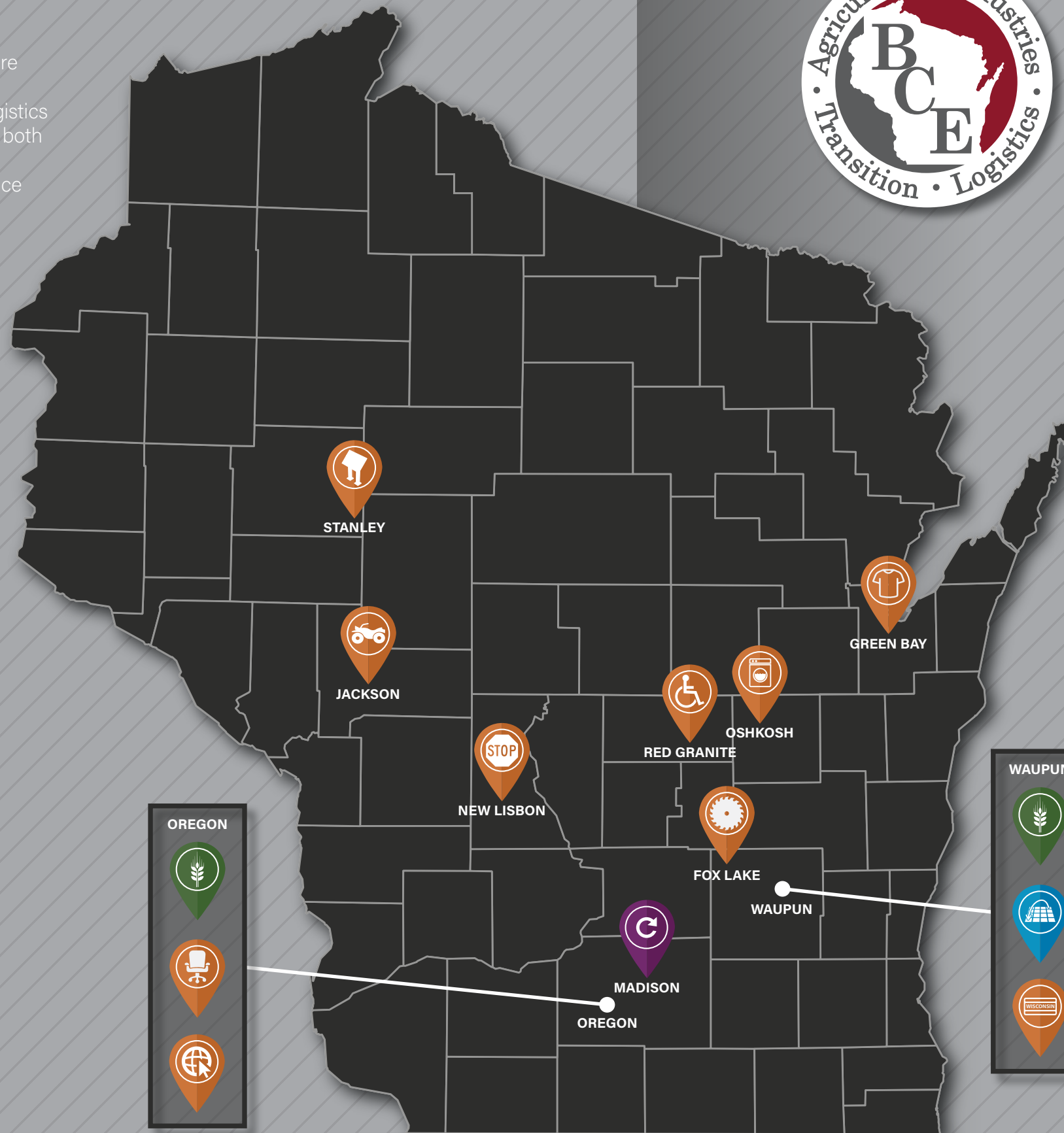
INDUSTRIES DISTRIBUTION CENTER

- Transportation, Storage, Delivery & Installation

Transition

TRANSITION PROGRAM

- BCE Central Office



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 EQUIP. REFURBISHING
• Red Granite Correctional Institution



Agriculture

Oregon Farm

This farm consists of approximately 530 acres. The primary crops are alfalfa, corn, soybeans, and wheat. These crops are grown primarily for herd consumption. It has a Holstein dairy herd of 160 milk cows and 120 replacement heifers. This team employs persons from Oakhill Correctional Institution.

Waupun & Fox Lake Farms

These farms consist of approximately 1,650 acres. The primary crops are alfalfa, corn, soybeans, and wheat. These crops are grown primarily for herd consumption. It has a Holstein dairy herd of 410 milk cows and 330 replacement heifers. This team employs persons from the John Burke Correctional Center.

Waupun Dairy

This dairy produces milk in 5 gallon and half pint containers as well as ice cream and sherbet in individual serving containers. The dairy also sells the cream available as a by-product from the production of the 1% milk it sells to customers. This team employs persons from the John Burke Correctional Center.

Industries

Wood Fabrication

BCE Wood Fabrication is a manufacturing team that provides professional, high-quality woodworking furniture. 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 manual and CNC (Computer Numeric Control) wood working equipment, using modern CAD software to add greater flexibility in our design and production of wood furniture. This team employs persons from Fox Lake Correctional Institution.

Upholstery

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

Metal Stamping

Since 1921, BCE Metal Stamping has produced license plates for the State of Wisconsin. This team makes license plates for cars, trucks, motorcycles, and trailers used for both personal and commercial vehicles. The license plate products include 70+ specialty plates (including personalized) and 10+ cycle plates. The team also produces 15+ hand-screened license plates for Native American tribes. This team employs persons at Waupun Correctional Institution.

Metal Fabrication

BCE Metal Fabrication is an industry that sells metal products such as pedestal, lateral, laminate, vertical files, pre-configured 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.



Industries

Custom Signs

BCE Custom Signs is an all-encompassing industries shop that continually expands its capabilities with exterior and interior signage, metal fabrication, and educational signage. If you can dream it, we can create it. We are long-time partners with the Wisconsin Department of Natural Resources and have used that relationship to build a parks and recreational product line that rivals the best in the nation. Our interior sign products can be seen inside of multiple University of Wisconsin campuses as well as all the State office buildings throughout Wisconsin. This team uses high-quality materials, state of the art equipment, and digital design in just about every facet of product development. From certified CAD designers to apprentice fabricators, the cycle of quality work is at a high level. This team employs persons at Stanley Correctional Institution.

Road and Trail Signs

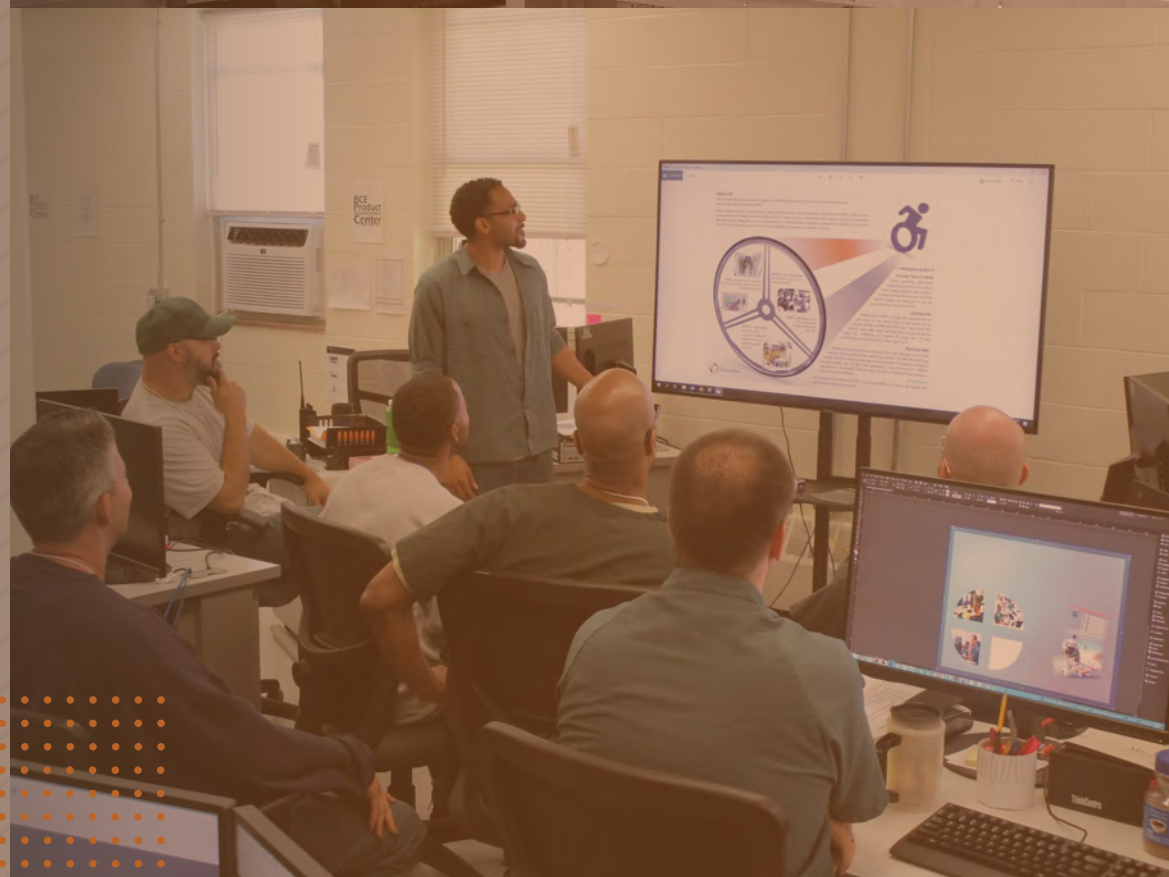
BCE Road and Trail Signs produces high-quality, long-lasting signs for use on public highways, city streets, and off-road trail systems throughout the State of Wisconsin. We are long-time partners with the Wisconsin Department of Transportation, as well as many counties, cities, townships and ATV & snowmobile Clubs. BCE's Road and Trail Signs has mastered the art of applying reflective sheeting to aluminum substrate then screen printing all federally mandated MUTCD signs. Our new wide format latex printer also gives us the option to digitally print full-color signs with crisp clear quality. This shop is located inside Jackson Correctional Institution.

Sign Hydrostripping

BCE Sign Hydrostripping provides precision accurate sign blanks to our Road & Trail Signs team and County/City sign shops throughout the State of 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 outdated and weathered aluminum signs that 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. This shop is located inside New Lisbon Correctional Institution.

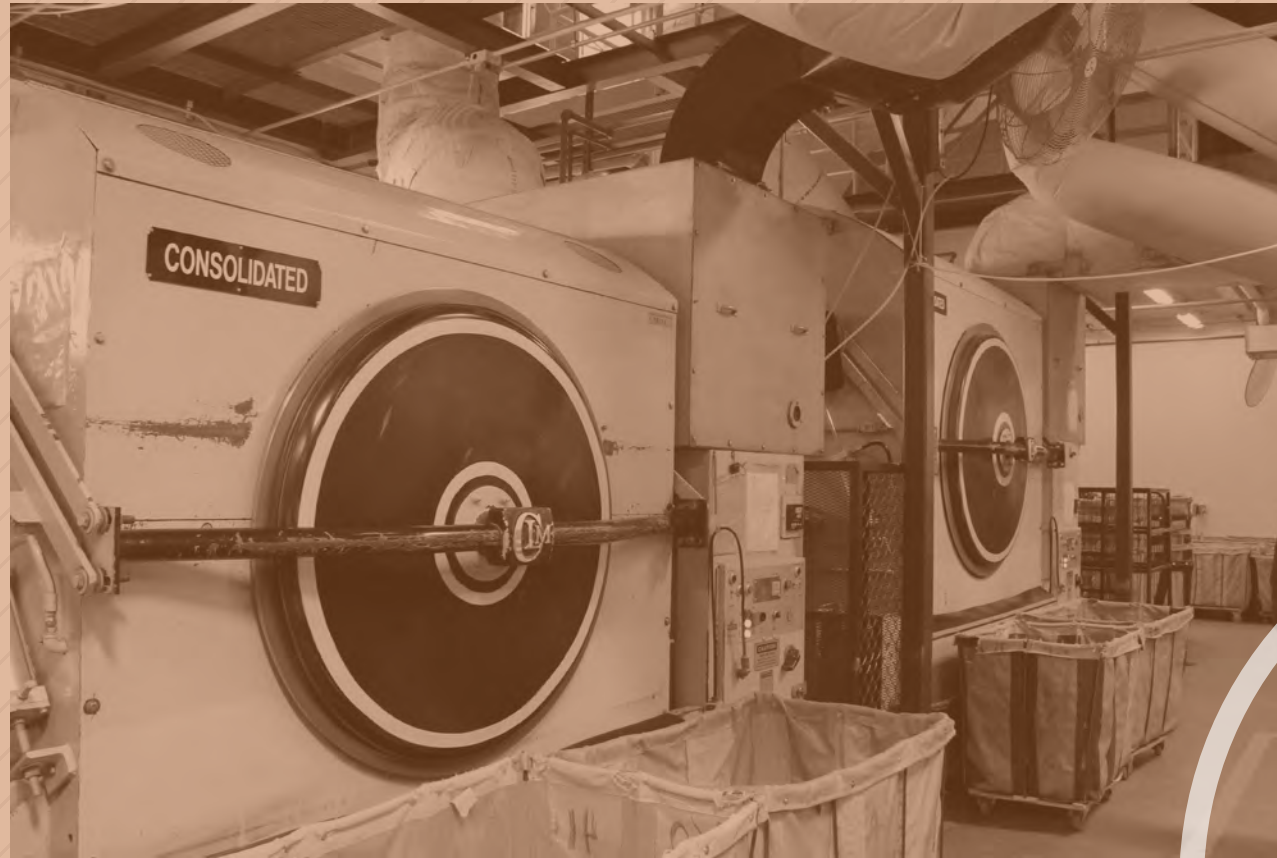
Product Development Center (PDC)

The employees and workers on this team create digital assets for the full BCE product life cycle of design, support, and promote. Design services includes submittal and manufacturing drawings for custom furniture, primarily using Solidworks, and AutoCAD. Support and Promote services include creating digital assets for catalogs, brochures, price lists, and updates to our www.shopbce.com. Workers learn to use sophisticated computer applications such as the Adobe Suite, and NetSuite. This team employs persons at Oakhill Correctional Institution.





Industries



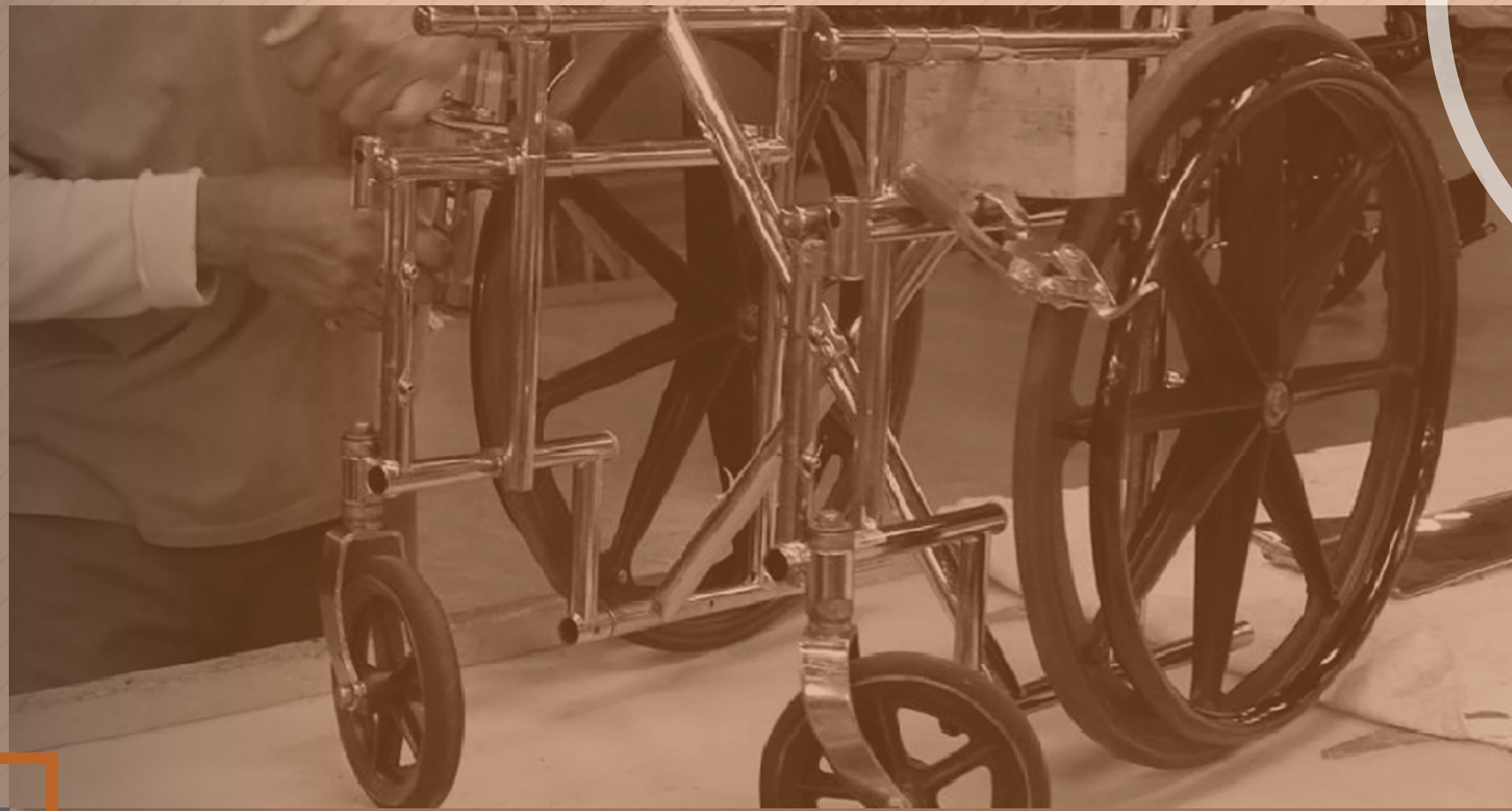
Durable Medical Equipment Refurbishing

BCE Durable Medical Equipment (DME) Refurbishing disassembles, sanitizes, makes repairs and reassembles power and manual wheelchairs, bath equipment, and other miscellaneous mobility equipment that is sold in like-new condition to customers. Most items are received as donations from various partnered organizations. Collected equipment is assessed to determine the condition and items that pass the assessment are refurbished to sell in a like-new condition. Current sale listings can be obtained through DME's contact BCEDME@wisconsin.gov or BCE's website. All items are sold with a substantial savings passed on to customers compared to purchasing new. BCE partners with Includa, a Wisconsin based non-profit to help those with mobility challenges obtain equipment. This team hires persons at Redgranite Correctional Institution.



Laundry & Linen Rental Services

BCE Laundry provides laundry services to state agencies and universities. Linen rental services are offered to federal, state and local government agencies and campuses, as well as nonprofit organizations for various size events and camps. Regularly scheduled laundry services sold to facilities operated by the Departments of Corrections, Health Services, and Veterans Affairs include the picking up of dirty clothing, coats, bed and bath linens, mops, rags and the delivery of the cleaned items. This team employs persons at Oshkosh Correctional Institution.



Textiles/Embroidery

BCE Textiles produces items sold to government and nonprofit customers, including K-12 schools. A robust offering of products including detention clothing, mattresses and pillows, linens and towels is offered through ShopBCE.com. This team also provides embroidery and heat transfer enhancements to a wide range of products. This team employs persons at Green Bay Correctional Institution.



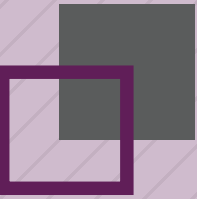
Logistics

Badger State Logistics (BSL)

BSL is a team whose main function is to sell and distribute consumable supplies needed and purchased by government and nonprofit organizations. BSL is a BCE warehouse that manages a large inventory of products that include, but are not limited to toilet paper, hand towels, food service supplies, can liners, motor oils, ice melting salt and softener salt. This team works with its suppliers to offer quality products with competitive prices. Workers on this team are persons at John Burke Correctional Center.

Industries Distribution Center (IDC)

IDC serves as the central hub for transportation, storage, delivery and installation of BCE products. IDC's fleet ranges from 24' straight trucks to 53' tractor-trailers. 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 installations. IDC also rents warehouse space for products and equipment of state agencies. Workers on this team are persons at the John Burke Correctional Center.



Transition

Transition Program

The BCE Transition team works to help BCE workers who choose to participate to better prepare themselves for the job search and to connect them with potential employers and community service providers upon return to their families and communities. Transition participants are assisted with preparing a resume and obtaining forms of identification needed to earn employment. Transition team members assess 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 see if BCE can help them hire former BCE workers to be great additions to their teams.

MAKING A *Difference*



STEVE DONGARRA
SALES & MARKETING
MANAGER

" We operate day to day as if we are **SERVING** our customers like a **BUSINESS**, but behind the scenes we are creating **OPPORTUNITY**. "



FORMER BCE WORKER

" BCE has allowed me to **EARN** some **SKILLS** to help me go back out into the **WORK** field and be an **ASSET** to any employer. "



SHERYL RICKERMAN,
INDUSTRIES SUPERINTENDENT

"They want a **CHANCE**, they want to show you that they have the **ABILITY** to do what we ask, and we **TRAIN** them to do that here. "



FORMER BCE WORKER

" A lot of guys are honestly just like me, with a **GREAT WORK ETHIC** and have a **PLAN**... and just need a **CHANCE** because once we are out...we don't want to go back. "

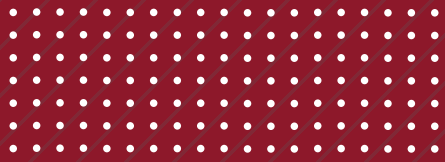
IMPACTING *Lives*

The work opportunities BCE provides to persons in our care provide them not only valuable work experience, but practical life skills to use in the community. We place a priority on being a difference maker in the lives of our valued workers.



Former BCE *Workers*

3 years after release 90% are employed, and 75% do not return to DOC custody for any reason



Bureau of Correctional Enterprises

Main Office/Showroom
3099 East Washington Ave.
Madison, WI 53708

608.240.5200

shopbce.com



FIND US ON:

