

NCIA 2024

DALLAS, TX

NATIONAL TRAINING CONFERENCE

**Driving
Workforce
Development**

April 29–May 2

Hyatt Regency Dallas

Dallas, Texas



www.nationalcia.org

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NCIA 2024

DALLAS, TX

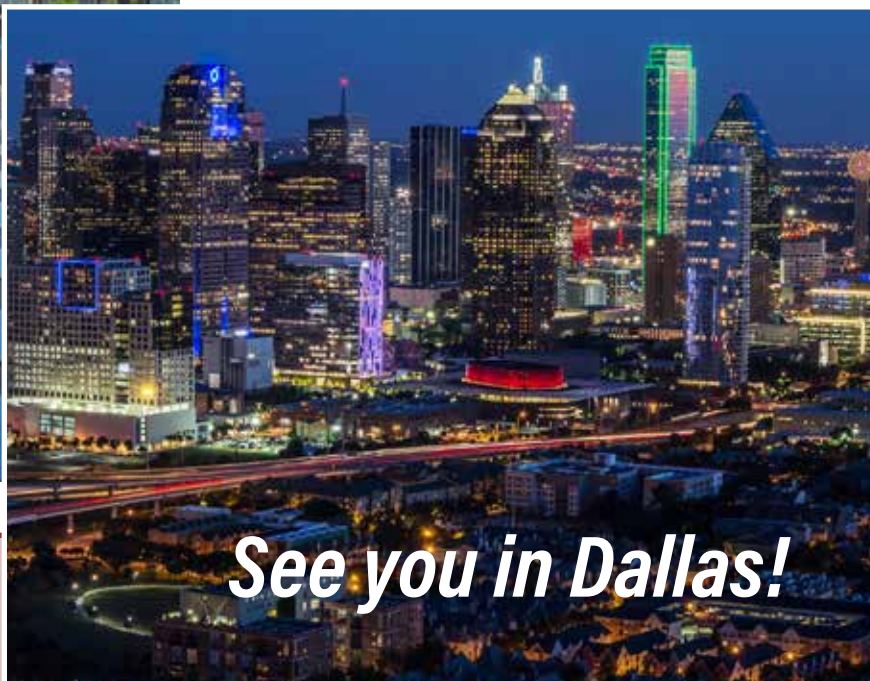


Join Us in Dallas, Texas!

Mark your calendars and join us for **NCIA's 2024 National Training Conference**, where Correctional Industries professionals from across the US will meet to network and learn about innovative programming trends, best practices and cutting-edge technologies in the field.

Join us in Dallas 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, at State Date, and at the very-popular Vendor Spotlight.



See you in Dallas!

Conference at-a-Glance

Registration

► See page 14

(Risk Free Cancellation)

FEES	On OR Before 4/2/2024	After 4/2/2024
Full, NCIA Member	\$ 360	\$ 380
Full, Non-Member	\$ 410	\$ 430
<i>(Both full conference registrations include a ticket to the NCIA Awards Banquet — a \$95 value!)</i>		
One-Day, Member	\$ 150	\$ 170
One-Day, Non-Member	\$ 175	\$ 195
Awards Banquet Ticket	\$ 95	\$ 95

Registration Options:

1. Register online at: nationalcia.org
2. Give us a call at: (410) 230-3972

Workshops

► See page 12

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!

- Preparing for Release
- Sales & Marketing – Launching New Products
- LEAN
- Garment
- Service Industries
- Accounting & Finance

Hotel Information

300 Reunion Blvd
Dallas, TX 75207
(214) 651-1234

Group Rate: \$164 plus 17% tax/night

Reserve Your Room — Online:

<https://www.hyatt.com/en-US/group-booking/DFWRD/G-NATC>



NCIA Thanks the Sponsors of NCIA 2024



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Schedule of Events

SUNDAY, APRIL 28

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

MONDAY, APRIL 29

9:00 AM – 6:00 PM	Conference Registration
9:00 AM – 3:00 PM	Exhibitor Setup
9:00 AM – 12:00 PM	NCIA Board of Directors Meeting
10:00 AM – 11:30 AM	CI Staff Roundtables
1:00 PM – 2:00 PM	State Date
2:00 PM – 3:30 PM	CI Staff Roundtables
3:45 PM – 5:00 PM	Opening Session and Keynote Address
5:00 PM – 7:00 PM	Exhibit Hall Grand Opening and Reception

TUESDAY, APRIL 30

8:30 AM – 4:30 PM	Conference Registration
9:00 AM – 9:45 AM	Vendor Spotlight/Coffee Break
9:45 AM – 12:00 PM	Exclusive Exhibit Hours
1:00 PM – 2:15 PM	Concurrent Workshops
2:30 PM – 3:45 PM	Concurrent Workshops

Schedule of Events

WEDNESDAY, MAY 1

8:30 AM – 2:00 PM	Conference Registration
9:00 AM – 10:15 AM	Concurrent Workshop
10:30 AM – 2:00 PM	Exclusive Exhibit Hours and Lunch
2:00 PM – 10:00 PM	Exhibit Hall Dismantle
2:00 PM – 3:15 PM	Concurrent Workshop
3:30 PM – 4:15 PM	Regional Business Meetings
6:45 PM – 9:30 PM	Closing Awards Reception and Banquet

THURSDAY, MAY 2

8:00 AM – 12:00 PM	Correctional Industries Tour <i>Hosted by Texas Correctional Industries</i>
8:00 AM – 12:00 PM	Correctional Industries Tour <i>Hosted by UNICOR/Federal Prison Industries</i>



Opening Session Keynote Address

Monday, April 29, 2024

3:45 PM – 5:00 PM



Damon West

Three time
Wall Street Journal
best-selling author.
His story and the message
of the coffee bean has
been shared with
thousands of audiences
all over the world!

Damon West, MS, Criminal Justice, is a college professor, internationally known keynote speaker and Wall Street Journal bestselling author of *The Coffee Bean: A Simple Lesson to Create Positive Change*, which Forbes' listed in the "Top Twenty Books You Need to Read to Crush 2020."

His autobiography, *The Change Agent: How a Former College QB Sentenced to Life in Prison Transformed His World*, vividly tells how he transformed the pot of boiling water that is a Texas maximum-security prison into a pot of coffee.

At 20 years old, he was a Division 1 starting quarterback at the University of North Texas, when he suffered a career ending injury. He turned to hardcore drugs to cope with disappointments of life. After graduation, he worked in the United States Congress, was a national fundraiser on a U.S. Presidential campaign and eventually trained to be a stockbroker for United Bank of Switzerland (UBS). One day at UBS, he was introduced to methamphetamines; he became instantly hooked—and the lives of so many innocent people would forever be changed by the choices he made in order to feed his insatiable meth habit.

After a fateful discussion during his incarceration with a seasoned convict, Damon had a spiritual awakening. He learned that, like a coffee bean changing with the application of heat and pressure, he was capable of changing the environment around him. Armed with a program of recovery, a renewed faith, and a miraculous second chance at life, Damon emerged from over seven years of prison a changed man. His story of redemption, grit and determination continues to inspire audiences today.

The Coffee Bean message has inspired thousands. Damon's clients include such companies as Walmart, AIG, Chick-fil-A, Stryker, and sports teams like the Dallas Cowboys, Minnesota Timberwolves, Clemson, Alabama and Georgia. The U.S. Army has even incorporated the #BeACoffeeBean mindset into their resilience training. Damon's story has been featured both nationally and globally.

He is passionate about the Coffee Bean message and loves sharing how it changed his life and how it can change yours, too.

► [CLICK HERE TO WATCH DAMON'S VIDEO](#)

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Hotel Information

Hyatt Regency Dallas

300 Reunion Blvd | Dallas, TX 75207
(214) 651-1234

Located downtown next to the iconic Dallas landmark Reunion Tower, the Hyatt Regency Dallas is a gateway to the best of the city. Unwind in ultimate comfort at this inviting, contemporary hotel within walking distance of many tourist attractions, including Dealey Plaza and the Historic West End. Hotel amenities include complimentary wireless internet, state-of-the-art fitness center, and year-round outdoor pool. Enjoy regional Texas flavors at their anchor restaurant, Centennial, sip cocktails at the open atrium bar, Monday's, or grab a Starbucks at Coffee's Post.

Reservations:

Call: 1-800-233-1234

Online: <https://www.hyatt.com/en-US/group-booking/DFWRD/G-NATC>

NCIA conference attendees can make their hotel reservations online or by phone **no later than April 2, 2024**. When making the reservation by phone (1-800-233-1234) please mention the group block code of National Correctional/NCIA in order to get the **discounted conference rate of \$164 plus 17% tax/night**. To make changes to an existing reservation, please contact the number above. All reservations must be accompanied by a first night room deposit guaranteed with a major credit card.

Reservations must be made by **April 2, 2024**, 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 reservation within **72 hours prior** to 11:59 PM local time the day of arrival. Cancellations received after this time frame will be charged one night's room and tax.

Check-in time is 4 PM. **Check-out time** is 11 AM



Hotel Parking:

Valet Parking is available at the hotel entrance. In and out privileges for hotel guests only. Electric charging stations are available on a first-come, first-served basis in the valet garage. In order to access them, guests must valet vehicle. Daily rate: **\$42/day**.

Self-parking in the outdoor Radish Lot is conveniently located on the north end of the hotel at the intersection of Hotel Street and Reunion Boulevard West. In and out privileges for overnight guests only. Daily rate: **\$22/day**.

For more information, please go to <https://www.hyatt.com/en-US/hotel/texas/hyatt-regency-dallas/dfwr/maps-parking-transportation>

Getting There

Taxi – Dallas/Fort Worth International (DFW): Average Cost to downtown Dallas is **\$57**. Taxi service is available on the lower level of Terminals A, B, C, D and E. For more information, please go to <https://www.dfwairport.com/explore/transportation/>

Dallas Love Field: Average cost to downtown Dallas is **\$35**. Various taxis are available at Dallas Love Field. Taxis are located on the transportation lower level. Passengers must cross the street toward Parking Garage A to reach the taxi stand. For more information, please go to <https://www.dallas-lovefield.com/passenger-services/ground-transportation/limousines-sedans-and-black-car-services>

Airport Rental Car

Dallas/Fort Worth International (DFW): Follow the Rental Car signs to the designated pick-up area on the lower level of the terminal. From there, board the Rental Car shuttle bus. Buses run 24 hours a day, depart every 10-15 minutes and reach the Rental Car Center in approximately 10 minutes. For more information, please go to <https://www.dfwairport.com/explore/transportation/rentalcars/>

Dallas Love Field: Numerous rental car companies operate at Dallas Love Field. Each has a counter in the hallway leading to baggage claim, as well as shuttles that pick up and drop off customers on the transportation lower level. For more information, please go to <https://www.dallas-lovefield.com/passenger-services/ground-transportation/rental-cars>

Rideshare Services: Uber & Lyft

Dallas/Fort Worth International (DFW): Look for Passenger Pickup signs outside of Baggage Claim on the Arrivals Level. All Ubers pick up there. Send the driver a quick message saying which door you have exited (they are marked on a pillar outside of each door). For more information, please go to <https://www.dfwairport.com/explore/transportation/transportation/>

Dallas Love Field: The pickup location at the airport is located on the lower level Ground Transportation area, located in front of baggage claim. For more information, please go to <https://www.dallas-lovefield.com/passenger-services/ground-transportation/limousines-sedans-and-black-car-services>

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



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Conference Workshops

Learn from the Best at NCIA's 2024 Conference Workshops Tuesday, April 30 and Wednesday, May 1

- Streamlining the Digital Footprint for your CI
- Entry to Employment Network—Helping Incarcerated Individuals Secure a Job
- Civil Service Hiring Events—How Incarcerated Individuals Find State Jobs Before Leaving Prison
- Starting and Operating Prison Braille Programs
- The Reentry Simulation—Iowa and Indiana with Coffee for a Cause
- The Benefits of Modular Manufacturing in Correctional Industries
- Investing in our Future with Welding Excellence
- Career Development Theory and Correctional Industries
- Upholstery—Seizing New Opportunities
- Case Study: Maximizing Your Customer Service Strategy to a Multi-Million Dollar Partnership
- Innovative Products and Services
- Reentry and the Incarcerated Worker—Engaging Employers Pre-Release
- Validation and Commitment Strategies to Motivate and Engage Your Workforce
- Richness of Reentry: Correctional Industries and Education Partnering to Prepare Tomorrow's Workforce
- Leadership Training—The Train is Moving, but Who is Driving?
- Staff Wellness—Your Well Being Should not Come Second!
- Auditing within Correctional Industries
- Keys to Succeed—Reentry Perspectives from Formerly Incarcerated Individuals
- Reentry Resources: Investing in Worker Success During and After Incarceration
- Idaho Correctional Industries Agriculture Program—10 Years of Growing Idaho

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Conference Registration

NOTE: In order to receive the NCIA Member Rate,
your membership **MUST be VALID THROUGH May 30, 2024.**

Register Online at 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, **4/29** ☐ Tuesday, **4/30** ☐ Wednesday, **5/1**

Dietary Options:

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

☐ Vegetarian ☐ Vegan ☐ Gluten-Free ☐ Other: _____

? QUESTIONS?



(410) 230-3972



memberservices@nationalcia.org

FEES	On OR Before 4/2/2024	After 4/2/2024
<input type="checkbox"/> Full, NCIA Member	\$ 360	\$ 380
<input type="checkbox"/> Full, Non-Member	\$ 410	\$ 430
<i>(Both full conference registrations include a ticket to the NCIA Awards Banquet — a \$95 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	\$ 95	\$ 95

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:

1. Online at: **nationalcia.org**
2. Give us a call at: **(410) 230-3972**

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 18, 2024.**

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.



Learn Online With NCIA!



NCIA's **E-Learning Program** is an online professional development platform tailored to the needs of Correctional Industries professionals like you. Developed by subject matter experts, our online courses are the perfect solution for your training needs!

Check out our new topics Post-Release Employment Services and Shop Finances!

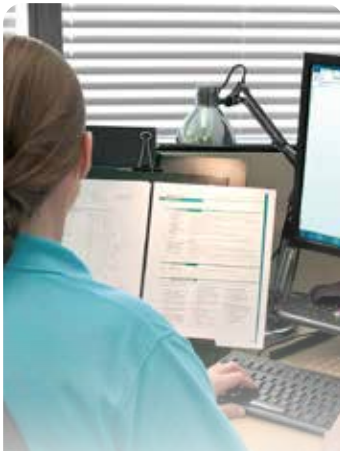
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CI Staff Roundtables

Monday, April 29, 2024

New Morning Session This Year! 10 AM–11:30 AM and 2:00 PM–3:30 PM

Curious About how Other CIs Run Their Industries?

Don't miss 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.

Participation in the CI Staff Roundtables is limited to Correctional Industries Operations Managers and Staff. Additionally, registration is required and participation in any single roundtable is limited to two (2) staff per state.

- Preparing for Release
- Sales & Marketing—Launching New Products
- LEAN
- Garment
- Service Industries
- Accounting & Finance

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



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 2024 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!

MONDAY, APRIL 29

5:00 PM – 7:00 PM	Exhibit Hall Grand Opening and Reception
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TUESDAY, APRIL 30

9:45 AM – 12:00 PM	Exclusive Exhibit Hours
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WEDNESDAY, MAY 1

10:30 AM – 2:00 PM	Exclusive Exhibit Hours and Lunch
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Don't Forget the Vendor Spotlight!

Join your colleagues on **Tuesday, April 30 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 2024!



Conference App

NCIA's Popular Conference Innovation Returns for 2024:



The Conference Smartphone App!

Create your own personalized conference experience by utilizing NCIA's conference app.

- 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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“

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Accounting Director
Alabama Correctional Industries

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Awards Banquet

Wednesday, May 1, 2024

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 2024 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





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Skills Demonstration and Career Expo

Hutchins State Jail

Hosted by the Texas Department of Criminal Justice



The Texas Department of Criminal Justice (TDCJ) in collaboration with the Windham School District, will be hosting a Skills Demonstration and Career Expo on Thursday, May 2, 2024, at the Hutchins State Jail in Dallas, Texas. This event will showcase the skills acquired during an individual's incarceration, either through completion of a career and technical education course or job assignment. Participants will complete live demonstrations during the event, affording potential employers the opportunity to learn more about what it means to hire second chance. Attendees can also visit career and technology classrooms located within the unit. Companies interested in learning more about the experience and skill level of individuals releasing will be invited to attend the event, and state correctional industries are invited to learn more about these types of events.

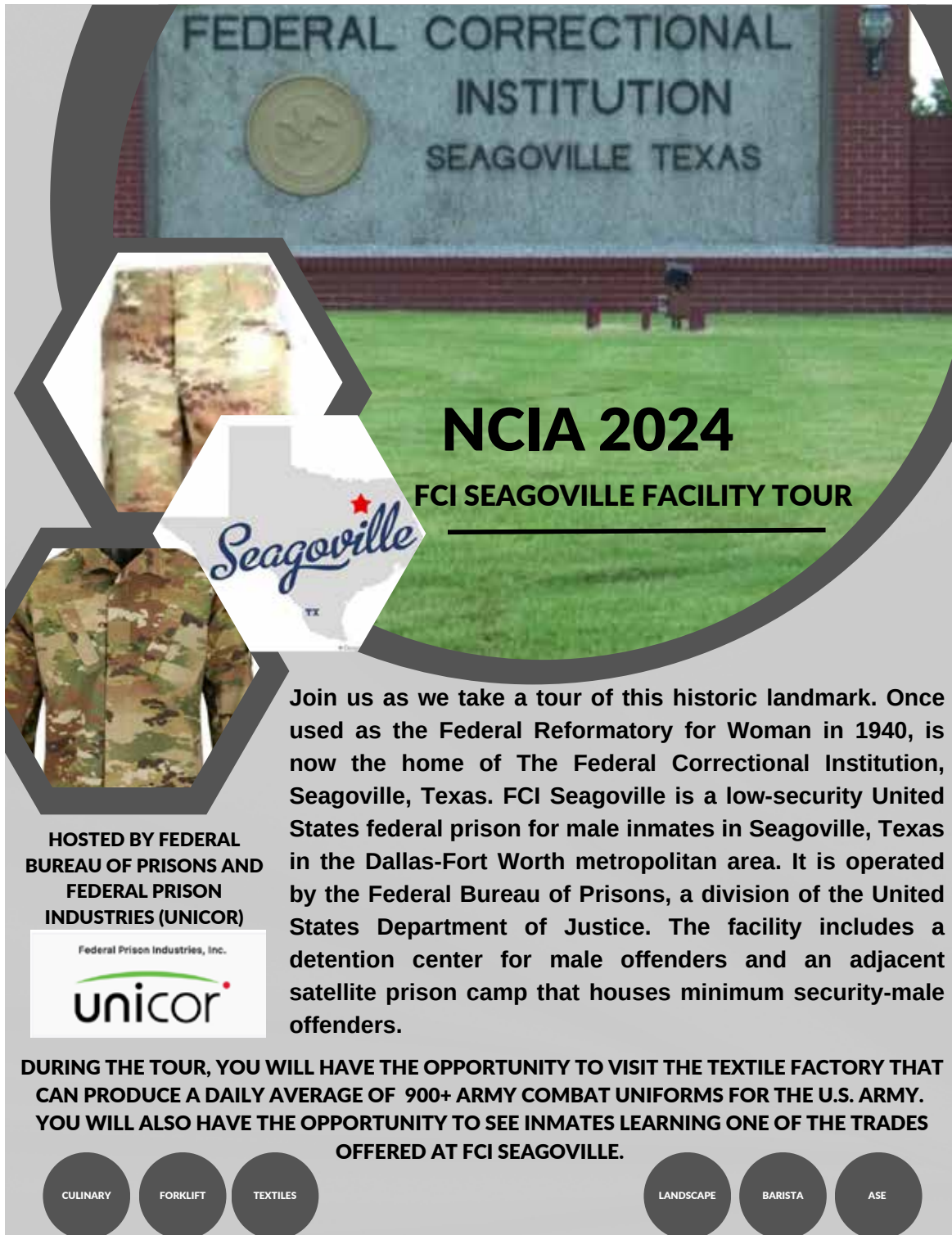
The TDCJ is providing our incarcerated individuals with the opportunities to develop and refine workforce skills through education, On-The-Job training, and soft skills training. We are committed to assisting individuals with job applications, resumes, and facilitating interviews with employers to obtain meaningful and sustainable employment directly prior to their release. The Skills Demonstration and Career Expos are one of the strategies we are employing to conduct employer outreach and have been largely successful in educating employers about second chance hiring and enhancing post-release employment opportunities for the workforce.

The initiative for the TDCJ is a more efficient and productive incarcerated workforce, establishing positive changes in our incarcerated individuals resulting in reduced recidivism, helping to improve the labor force which in turns improves the economy. When the labor force has an increased volume of skilled and experienced workers, productivity is increased bringing higher profits and more investment opportunities and higher wages.



Correctional Industries Tour

Thursday, May 2, 2024 | 8:00 AM-12:00 PM



NCIA 2024
FCI SEAGOVILLE FACILITY TOUR

Join us as we take a tour of this historic landmark. Once used as the Federal Reformatory for Woman in 1940, is now the home of The Federal Correctional Institution, Seagoville, Texas. FCI Seagoville is a low-security United States federal prison for male inmates in Seagoville, Texas in the Dallas-Fort Worth metropolitan area. It is operated by the Federal Bureau of Prisons, a division of the United States Department of Justice. The facility includes a detention center for male offenders and an adjacent satellite prison camp that houses minimum security-male offenders.

DURING THE TOUR, YOU WILL HAVE THE OPPORTUNITY TO VISIT THE TEXTILE FACTORY THAT CAN PRODUCE A DAILY AVERAGE OF 900+ ARMY COMBAT UNIFORMS FOR THE U.S. ARMY. YOU WILL ALSO HAVE THE OPPORTUNITY TO SEE INMATES LEARNING ONE OF THE TRADES OFFERED AT FCI SEAGOVILLE.

HOSTED BY FEDERAL BUREAU OF PRISONS AND FEDERAL PRISON INDUSTRIES (UNICOR)

Federal Prison Industries, Inc.
unicor

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MEET ROBERT CASTANEDA, A CALPIA SUCCESS STORY



“CALPIA gave me a foundation that I could use in society.

I am a licensed Optician and have been able to buy a home and a car because of the career training I received. I am grateful for CALPIA's Optical program especially the staff who supported me along the way.”

- ROBERT CASTANEDA

ROBERT CASTANEDA received his Optician certification while working for CALPIA's Optical Lab at California State Prison, Solano. He worked in the program for seven years. When he returned to his community in 2021, he filed with the State Board of Optometry and started working at Eyeglass World. Robert now works as a licensed Optician at LensCrafters and is thankful for the job training he received while incarcerated.



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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.

