



ANNUAL —2025— REPORT



October 15, 2025

Wes Moore
Governor

Aruna Miller
Lt. Governor

Carolyn J. Scruggs
Secretary

Annie D. Harvey
Deputy Secretary of Operations

Phil Morgan
Commissioner of the Division of Corrections

Stephen Sanders
Chief Executive Officer

Tara Smith
MCE Management Council Executive Director

INTRODUCTION

Pursuant to § 3-509 of the Correctional Services Article of the Annotated Code of Maryland, the Department of Public Safety and Correctional Services and Maryland Correctional Enterprises (MCE) is required to submit a report on the finances and operations of MCE. The bill language specifically states:

- (a) Annually, the Division shall submit a complete financial and operational report of Maryland Correctional Enterprises and the Maryland Correctional Enterprises revolving fund to:
 - (1) the Governor;
 - (2) the Secretary; and
 - (3) the Secretary of Budget and Management.
- (b) The report required under subsection (a) of this section shall:
 - (1) be in the same general form as a report by the Division on its operations and programs;
 - (2) include information about present and projected personnel and compensation requirements of Maryland Correctional Enterprises;
 - (3) list the job classifications for incarcerated individual labor in each department and facility under the authority of Maryland Correctional Enterprises;
 - (4) list the daily wage scale at each prison for each job classification under the authority of Maryland Correctional Enterprises; and
 - (5) list the total number of incarcerated individuals currently employed at facilities under the authority of Maryland Correctional Enterprises, disaggregated by facility.
 - (6) list the race, age, and sex of incarcerated individuals currently employed at facilities under the authority of Maryland Correctional Enterprises, disaggregated by job classification and wage scale.
- (c) The Governor, the Secretary, and the Secretary of Budget and Management may include data from the report submitted under this section in the preparation of the budget and capital improvement bill.

OVERVIEW

Maryland Correctional Enterprises (MCE) is the self-funded, vocational training arm of the Division of Corrections within the Department of Public Safety and Correctional Services. The Mission of MCE is to provide structured training activities for participants in order to improve employability upon release, to enhance safety and security, by reducing prison idleness, to produce quality goods and services, while remaining a financially self-supporting State agency.

Legislation governing MCE is contained in the Annotated Code of Maryland, Correctional Services Article, Sections 3-501 through 3-528. MCE is a preferred-provider entity with an allowable market primarily restricted to government and non-profit organizations.

Throughout the year, MCE operated 26 business units located in 10 State correctional facilities throughout Maryland. MCE provides programming and training to incarcerated individuals whose security classifications include maximum, medium, minimum, pre-release, and work-release. MCE offers a wide array of products and services including furniture restoration, printing/signage, textiles, meat products, laundry services, license plates, graphics, furniture production, CADD (Computer-Aided Design/Drafting), upholstery, mailing and distribution. It is through the production of these goods and services that the incarcerated individuals develop soft and hard job skills that prepare them for successful reentry.

MENTORING

Provide our participants with training through workforce development.



GREETINGS FROM THE CEO

MCE has completed another successful year striving to make Maryland communities safer by transforming the lives of those who will be reentering the community from incarceration. This is a mission that those who work at MCE are passionate about. Each day, our staff work with our participants training them in not only the necessary job based skills, but also soft skills. The combination of skills is essential in ensuring that our participants are provided with the tools necessary for overall success upon release. MCE measures our success on the number of participants that are able to obtain gainful employment upon release and become productive members of the community. We frequently receive letters from former participants that highlight their successes since release and often thank us for making these achievements possible.

MCE is always researching new training opportunities and programs that have research based success in reducing recidivism by preparing incarcerated individuals before release.

One of the cornerstones of MCE's training programs is the Meat Cutting Apprenticeship. This program, approved by the Department of Labor, is a 2-year program culminating in a Meat Cutting Certificate. Those who have completed this apprenticeship have gone on to manage meat counters at some of Maryland's grocery stores. MCE's most recent cohort of Meat Cutting Apprentices are scheduled to complete their program in early FY26. Since its inception in 1997, MCE has awarded approximately 125 certificates.

One of MCE's greatest accomplishments in FY25 the compliance audit conducted by the American Correctional Association. MCE achieved another 100% compliance report. This accreditation has been successfully held by MCE, maintaining a 100% compliance on each audit since 2009.

MCE maintains close communication and participation with not only the American Correctional Association (ACA), but also the National Correctional Industries Association (NCIA). By maintaining memberships and regular communication with these associations, MCE remains on the forefront of correctional reentry, training opportunities for staff and participants as well as communication with other states that are pursuing the same mission of transforming lives to increase safety of the community and reduce recidivism.

MCE's accomplishments would not be possible without the support of the Department of Public Safety & Correctional Services (DPSCS) Secretary Carolyn J. Scruggs, Deputy Secretary of Operations Annie Harvey, Commissioner Phil Morgan, and their respective staffs. Thank you to the MCE Management Council, MCE Customer Council, and all of the other internal and external partners who support us in our mission. We are looking forward to another successful year in FY26!

Sincerely,

A handwritten signature in blue ink, appearing to read "Stephen Sanders".

Stephen Sanders
Chief Executive
Officer

COACHING

Provide a collaborative training environment to develop skills and work experiences.

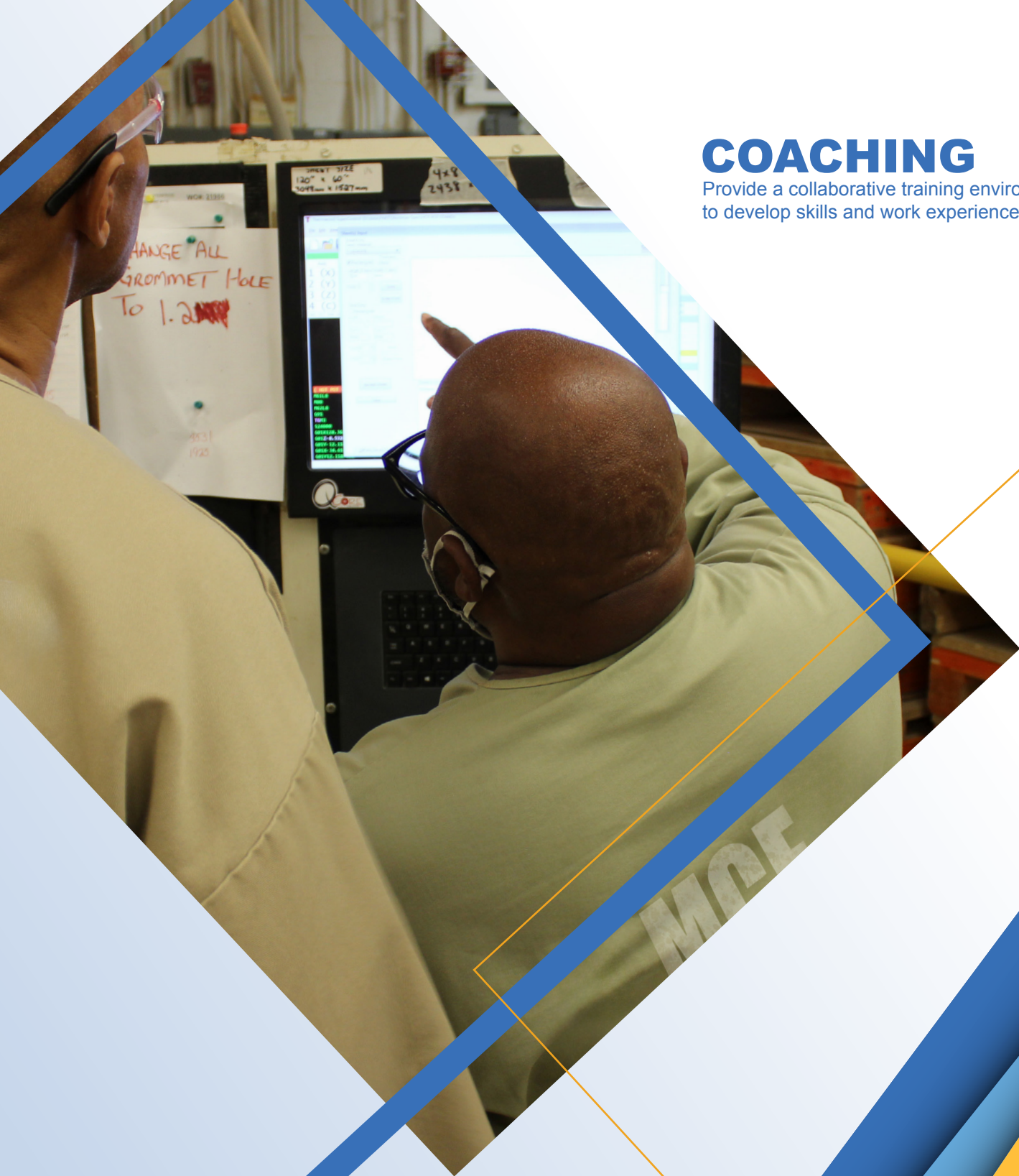


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EDUCATING

Transformative industry standard education that helps to remove employment barriers after release.





WHAT IS MCE DOING TO END THE CYCLE OF INCARCERATION?

The Department of Public Safety and Correctional Services (DPSCS) does not determine who enters its custody; however, the employees are dedicated to finding innovative ways to help end the cycle of incarceration and reduce recidivism in the State of Maryland. As the **100% self-supporting** vocational arm of the Department of Corrections, it is Maryland Correctional Enterprises' (MCE) goal and mission to **provide participants with the needed opportunities to help them succeed upon release** while contributing over \$2.8 million in participant compensation.

One of the top barriers men and women will face post-release is finding stable employment. MCE prepares men and women for their return home by providing them with hard and soft skill training to enhance their chance of finding post-release employment. Oftentimes, men and women enroll in MCE programming with no previous skills or knowledge. From day one, **MCE programming focuses on enhancing the cognitive skills of participants and affords them the opportunity to learn a trade.** More importantly, participants in the program learn the value of teamwork, conflict resolution, time management, adaptability, organization, and many other life skills to help them thrive in both their personal and professional lives. MCE promotes learning for life principles by requiring a high school diploma or GED to participate in programming. As participants near release, they are also eligible to participate in the Continuing Allocation of Reentry Services (CARES) Program which provides additional classroom instruction on workforce development, cognitive behavior, parenting, and financial literacy.

MCE and DPSCS are **dedicated to reducing the occurrence of recidivism.** The majority of individuals who participate in programming are eligible for diminution credits, which can reduce sentences by four months per year for each year of successful programming.

WHAT ARE THE BENEFITS OF MCE?

Participation in the MCE training program is voluntary – in fact, men and women have to apply in order to join the MCE program. MCE provides the highest compensation rates within the Division of Corrections – men and women in the program receive nontaxable allowances averaging about \$217.25 per month. Unless court mandated, participants have no additional deductions and are able to use their allowance for commissary or to send funds to their families.

MCE is a **100% self-funded** program within DPSCS. Any sustainable income is used to improve the program, such as providing more modern equipment and computers. MCE accounts for a small percentage of Maryland's manufacturing industry and sales are statutorily restricted to government entities and non-profit groups. MCE is a self-supporting State agency committed to improving interpersonal skills and employability upon release, enhancing safety and security by reducing prison idleness, and producing quality goods and services while remaining a financially self-supporting State agency. Vocational training programs have been shown over and over again to improve reentry success. MCE partners with organizations that help MCE provide meaningful training and enhance the chances of finding gainful employment.

WHY IS MCE ESSENTIAL?

MCE is responsible for producing a variety of products and services across the State, the most important goal is equipping and preparing incarcerated individuals with invaluable skills to add to their success as returning citizens. Studies across the nation continue to show that involvement in correctional industries programming has a positive impact on recidivism rates. By offering vocational training services to incarcerated individuals, MCE is able to improve work habits, attitudes, and skills for the purpose of improving success upon release from a correctional institution. **With 16% of civilian staff at the headquarters office starting their journey with MCE during their incarceration, MCE lives the mission that it promotes every day.**

Mission Statement:

Maryland Correctional Enterprises provides structured programming for participants by improving interpersonal skills and employability upon release, enhancing safety and security by reducing prison idleness, and producing quality goods and services while remaining a financially self-supporting State agency.

Vision Statement:

Transforming lives through mentoring, providing marketable skills, and instilling positive work ethics to contribute to a safer community.

MANAGEMENT

Chief Executive Officer	Stephen Sanders
Executive Assistant to the CEO	Vacant
Chief Operating Officer	Charles Smith
Chief Administrative Officer	Mark Rowley
Director of Policies, Procedures & Staff Development	Christine Cunningham
Director of Marketing	Tara Smith
Director of Sales	Todd Deak
Sales Manager	Colden McAllister
Fiscal Administrator	Robert Harwood
Operations Manager	Ron Brown
Customer Service Manager	Shari Hoffman
Design Manager	Terry Hill
IT Director	Engrican Budoy
Reentry Services Manager & CARES Program Manager	Marsha Groover

REGIONAL MANAGERS

REGION

Western	Ron Brown
Jessup	Mat Hall
Textiles/ECI	Tom Seltzer
Graphics	Stephen Compton
Central Warehouse	Matthew Robinson
Hagerstown Warehouse	Ricky Rowe

SALES & TRAINING PARTICIPATION

AS OF JUNE 30, 2025

BUSINESS UNITS FY 2025

	SALES UNAUDITED	TRAINING PARTICIPATION
Jessup Correctional Institution		
Wood – office, lounge and dormitory furniture, tables, library shelving	\$2,106,794.00	102
Tag – metal motor vehicle license tags and picnic furniture	\$6,889,032.00	65
Sew – incarcerated individual uniform items and DPSCS officer uniform items	\$2,697,172.00	91
Maryland Correctional Institution – Jessup		
Graphics I – complete line of forms, reports, custom printing, magazines and related special products, four color printing	\$938,926.00	76
Graphics II – envelopes, business cards, letterhead, etc.	\$2,306,911.00	37
Quick Copy Service ³ – digital b/w and color, high speed digital printing, binding, finishing, packaging, shipping, collating, stapling	\$162,613.00	28
Maryland Correctional Institution for Women		
Sew/Flag – shirts, gowns, bathrobes, flags, aprons, embroidery, sweatshirts	\$886,424.00	37
Mailing and Distribution – bulk mailing, distribution service, data entry	\$2,564,318.00	26
Design and Planning – office design using CADD (Computer-Aided Design/Drafting) system	\$5,654.00	12
Work Release Program - fiscal, design, customer service training	\$0.00	6
Maryland Correctional Institution – Hagerstown		
Metal ² – shelving, beds, tables, wastebaskets, chairs, benches, lockers, storage, Flexstation office furniture	\$3,504,025.00	48
Laundry – industrial cleaning of laundry for institutional and non-profit entities	\$299,240.00	14
Upholstery – task seating, side chairs, lounge furniture, multi-purpose seating	\$5,543,398.00	40
Meat – ground beef, chopped steaks, meat loaf, roasts, chops, ribs, hotdogs, lunch meats, sausage	\$9,394,392.00	53
Warehouse – back-haul operations and shipment of products produced in Hagerstown	\$196,682.00	29
Roxbury Correctional Institution		
Graphics – file folders, interoffice envelopes, report covers, vinyl binders, production of MVA vehicle registrations and special orders	\$3,368,211.00	76
Maryland Correctional Training Center		
Partition – work stations, office panels, sight screens, System XXI, PowerWorks	\$7,221,661.00	26
Brush, Carton, & Cleaning Products - utility brushes, corrugated cartons, furniture assembly, all purpose and germicidal cleaners	\$1,394,202.00	18
Western Correctional Institution		
Furniture – laminated component parts and various furniture items	\$1,923,252.00	38
Eastern Correctional Institution		
Furniture Restoration – refinishing/restoration of wood, metal, and upholstered furniture	\$647,152.00	33
Textiles – towels, washcloths, hats, uniform clothing/shirts, embroidery, sewn, and RF Seal mattresses	\$3,465,470.00	70
Laundry Operations – industrial cleaning of laundry for institutional and non-profit entities	\$161,425.00	7
Patuxent Institution		
Sign & Engraving– street signs, custom made signs to order, vehicle wraps, plaques, picture frames and laser engraving	\$396,419.00	30
Central Maryland Correctional Facility		
Laundry Operations ¹ – industrial cleaning of laundry for institutional and non-profit entities	\$566,407.00	98
Jessup Area		
Warehouse - back-haul operations and shipment of products produced at MCE shops and installations services	\$132,744.00	14
Total	\$56,772,524.00 (UNAUDITED)	1,074

¹ Includes JCI Laundry Collections

² Includes Prison Industry Enhancement Certification Program (PIECP) Participants

³ Includes Graphics Class



TRAINING CENTER LOCATIONS

- | | |
|---|--|
| 1 Western Correctional Institution | 8 Maryland Correctional Institution - Women |
| 2 Maryland Correctional Institution Hagerstown | 9 Brockbridge Road Warehouse & Showroom |
| 3 Roxbury Correctional Institution | 10 Patuxent Institution |
| 4 Maryland Correctional Training Center | 11 MCE Headquarters/ Central Warehouse |
| 5 Central Maryland Correctional Facility | 12 Dorsey Run Correctional Facility |
| 6 Jessup Correctional Institution | 13 Eastern Correctional Institution |
| 7 Maryland Correctional Institution - Jessup | |

MCE PRIVATE SECTOR IMPACT

MCE Private Sector Impact

The following information was obtained through the National Association of Manufactures (NAM) and Maryland Manufacturing Extension Partnership (MEP).

MCE Manufacturing	Maryland Total Manufacturing	MCE's Marketing Market Share
FY 2023	Calendar Year 2023	2023
\$20.23 million	\$27 Billion	0.15%

Manufacturing Output Categories	MCE Manufacturing	State of Maryland Manufacturing 2021*	Market Share %
Fabricated Metal	\$103,930.57	\$1,020,300,000.00	0.01%
Food & Beverage	\$9,394,392.00	\$3,455,800,000.00	0.27%
Printing & Related Activities	\$9,340,979.00	\$696,200,000.00	1.34%
Chemical Manufacturing	\$1,394,202.00	\$7,885,200,000.00	0.02%
TOTAL	\$20,233,503.57	\$13,057,500,000.00	0.15%

The Bureau of Labor Statistics continues to report on shortages of labor that have the required experience within manufacturing. The overall number of open manufacturing positions outnumbers the unemployed. As of June 2025, there were 415,000 unfilled positions. Specifically for every 100 jobs, there are a reported 94.3 unemployed workers. This is slightly down from 2024. Durable goods manufacturing continues to be the hardest hit by these shortages.

In Maryland, although there has been an overall loss in jobs, the manufacturing industry actually saw a slight growth from 2024 to 2025. Maryland's manufacturing industry comprises 3% of Maryland's total labor force. Compared to that, with MCE's employment and program participation is 1.1% of the total manufacturing jobs in Maryland, 04% of Maryland's overall employment.

The top 5 manufacturing industries include chemical manufacturing, computer electronics manufacturing, food and tobacco manufacturing, miscellaneous manufacturing and machinery manufacturing. MCE would only be able to provide a comparison for those industries we train in. This would be limited to chemical manufacturing, food manufacturing and printing and related activities and chemical manufacturing.

According to the Maryland Economy Overview, in 2023, Maryland manufacturing contributed \$27 billion to Maryland's Gross Domestic Product (GDP).

*2021 is the most current data available from the Maryland Manufacturing Extension Partnership (Maryland MEP).

COUNCIL ROSTERS

MANAGEMENT COUNCIL

Management Council Members

Tara Smith
Executive Director

Name

Melvin Forbes
Emily Hollis
Phil Morgan
Delegate Mark Chang
Senator Alonzo Washington
Vacant
Krishnanda Tallur
Bethany Young
Brandi Cahn
Judge Lisa Broten
Thomas Hickey
Thomas Myers
Vacant
Jack Weber
Janay Harris
Stephen Sanders

Affiliation

Chairman, Business Community Representative
Maryland Comptroller Representative
Commissioner of the Division of Corrections
Maryland House of Delegates
Senate of Maryland
Department of Labor
Department of Education
Governor's Office of Crime Prevention and Policy
Governor's Office of Crime Prevention and Policy
Maryland Judiciary
University System of Maryland
Organized Labor (Public Sector)
Organized Labor (Private Sector)
Business Community Representative
Non-profit Partner (Vehicles for Change)
CEO, Maryland Correctional Enterprises

Special thanks to our former members in FY 2025: Bethany Young, Governor's Office of Crime Prevention and Policy



CUSTOMER COUNCIL

Customer Council Members

Stephen Sanders
MCE CEO and Council Chair

Name

Katherine Thomson
Rachel Cruse
Cristen Ervin
Calvin Johnson
Vacant
Valerie Radomsky
Daniel Schuster
Latoya Gray
Joseph Hester
Jessica Mettle

Affiliation

Department of Budget and Management
Department of Commerce
Department of General Services
Maryland Department of Health
Department of Human Services
Department of Transportation
MD Higher Education Commission
Department of Public Safety and Correctional Services
Department of Juvenile Services
Motor Vehicle Administration

MCE PARTICIPANT DEMOGRAPHICS

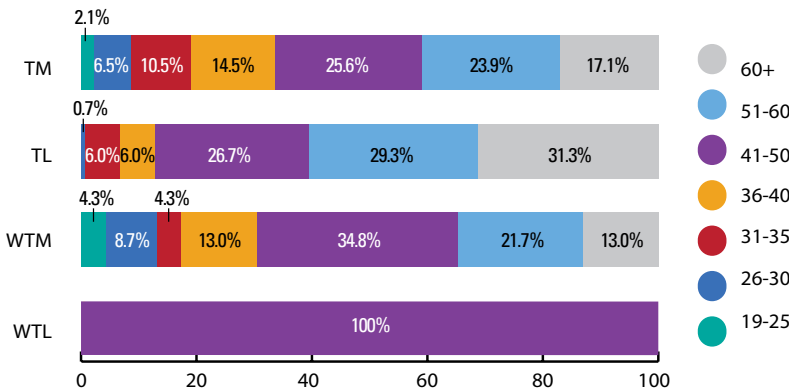
TM = Team Member
TL = Team Leader

WTM = Warehouse Team Member
WTL = Warehouse Team Leader

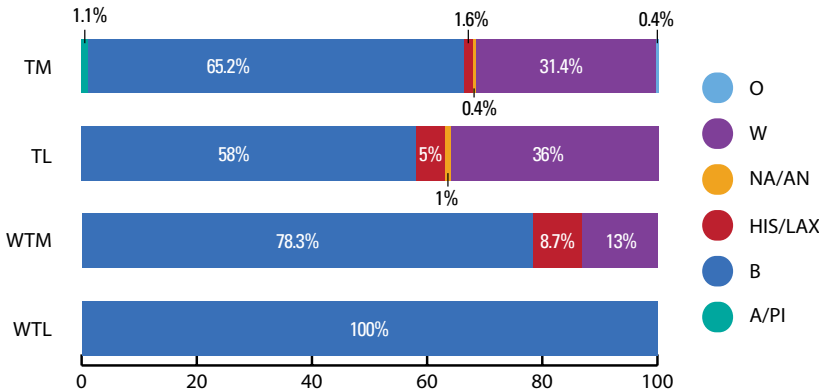
A/PI = Asian/Pacific Islander
B = Black
HIS/LAX = Hispanic/Latin X

NA/AN = Native American/Alaskan Native
W = White
O = Other

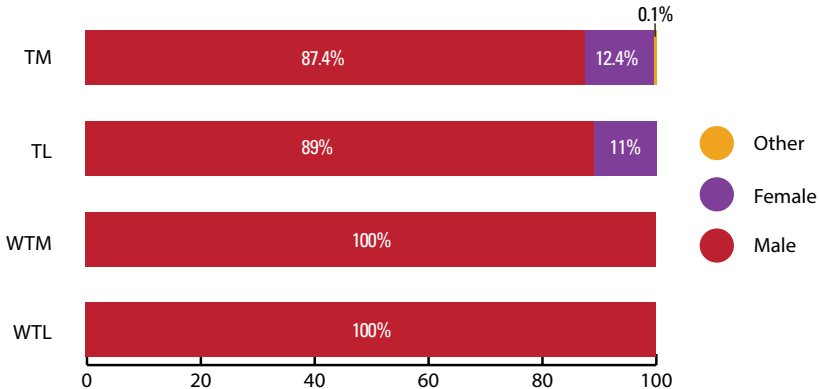
BY AGE



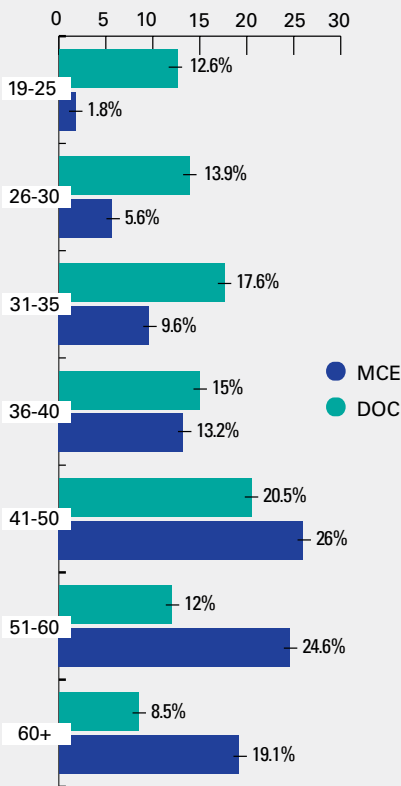
BY RACE



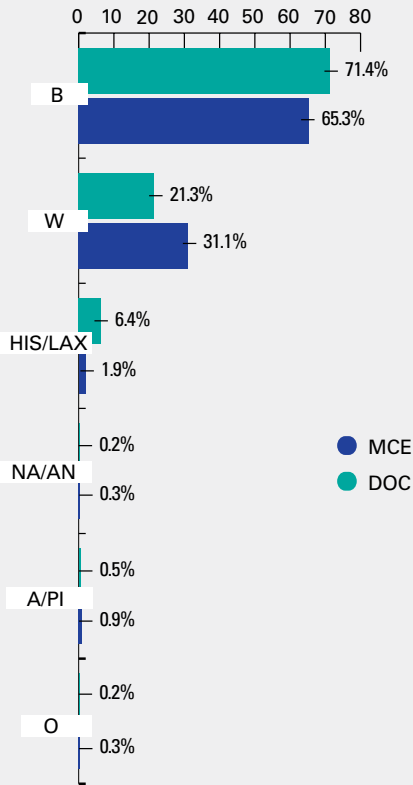
BY GENDER



Department of Corrections Population Compared to MCE Participants by Age



Department of Corrections Population Compared to MCE Participants by Race





PARTICIPATION RATES & SENTENCING INFORMATION

FACTS ABOUT MCE PARTICIPANTS CATEGORIZED AS “LIFERS”



A common misconception is that MCE has a disproportionate number of “lifers” participating within the program; preventing those who will be released from receiving the available programming offered.

IN ACTUALITY:

- Total MCE participants 1,074
- Total Considered “lifers” 268 or 25%
- Of the “Lifers” 151 or 56% have joined MCE since 2020
- The number of those classified as “Lifers” that joined MCE each year since 2020
 - 2020-10
 - 2021-16
 - 2022-36
 - 2023-38
 - 2024-33
 - 2025-18
- Total-151**
- 5 “Lifers” with MCE have been released in 2024
- Of those released, the average time with MCE was 46 months



PRISON INDUSTRY ENHANCEMENT

The Prison Industry Enhancement Certification Program (PIECP) was enacted by congress in 1979 and is a federal program. PIECP places individuals who are incarcerated in realistic work environments, pay them prevailing wages, and give them a chance to develop marketable skills that will increase their potential for rehabilitation and meaningful employment upon release.

MCE has a PIECP partnership at the Maryland Correctional Institution in Hagerstown. Skills obtained through this program include electrical fabrication, welding and painting. Participants earn a minimum of \$17.87 per hour for PIECP programming.

These PIE partnerships with outside private companies not only provide the added skills, but also provide those companies with individuals who have been trained and could be hired directly after release. We have had PIE program participants that have gone to work for a PIE partner following their release from incarceration.

We are always looking for additional private companies who are willing to work with MCE in changing lives.

OUTREACH EFFORTS

MCE Conventions 2025

Maryland Correctional Enterprises (MCE) attended the following conventions in the past year:

MD Product Safety Expo

Maryland Association of Counties (MACo) - Summer



The Maryland Association of Counties (MACo) - Summer

OUTREACH EFFORTS CONT'D

Reentry Services

The transition from prison to the community can be challenging – not only for program participants, but also for their families and the community. In addition to our reentry efforts, Maryland Correctional Enterprises (MCE) developed the C.A.R.E.S. program to assist participants in the process of fully reintegrating into society following their release.

Established in 2008, the Continuing Allocation of Re-Entry Services (CARES) is a training, reintegration, and support program.

Tours

MCE offers tours of its training and business units to interested parties. This offers an opportunity for the program participants to share their knowledge and provide a better understanding of the mission. In FY 25, MCE hosted tours for the following:

DPSCS Communications Team



COMMUNITY ENGAGEMENT

Bea Gaddy Thanksgiving Dinner

For over 30 years, Maryland Correctional Enterprises (MCE) staff and program participants have prepared turkeys for Baltimore's Bea Gaddy Thanksgiving dinner. The turkeys are deboned and cooked by incarcerated individuals who are participating in the Department of Labor sponsored meat cutting apprenticeship program. This two year program provides participants with 200+ classroom and 4,000+ on the job training hours.

Father O'Neill Bicycle Program

Annually, MCE, DPSCS, and Parole and Probation, partner with the Father O'Neill Bicycle Program. This program donates bicycles to former incarcerated individuals to help assist with transportation barriers.



SECOND CHANCE MONTH



April is Second Chance Month

What is a second chance? A second chance is a new opportunity to succeed after a previous failure or mistake. Maryland Correctional Enterprises (MCE) offers a series of classes specifically to support and prepare our program participants for reentry into the community. The Continuing Allocation of Reentry Services (C.A.R.E.S.) program not only expands on the hard and soft skills that MCE provides but integrates classes focused on additional skills aimed at providing additional tools, encouraging the motivation for a positive and successful reentry journey. We offer classes in:

- Employment Readiness
- Healthy Relationships
- Reentry Prep and Life Skills
- Financial Literacy
- Prepare

We have recently added two new classes:

- Conflict Resolution in the Workplace
- Personal Accountability

MCE has partnered with Industrial Bank, a Minority-Owned Community Development Financial Institution (CDFI) based in Washington, DC, to assist our program participants with opening savings accounts or an interest-bearing CD to encourage saving for the future. Through this partnership, program participants are provided a 1.5-hour workshop on the essentials, how banking works, the importance of saving and budgeting, and understanding and managing credit. During incarceration, participants are not assessed banking fees. MCE remains dedicated to providing job training and reentry support to our program participants to assist them in fully integrating back into society upon their release. I believe it's never too late to start over, but starting over with the tools you need to be successful is essential, and MCE provides those tools. For more information on C.A.R.E.S. programming offered by MCE, please visit our website at <https://mce.md.gov/Reentry>

Written by: Marsha G.



MCE SIGN PLANT

MCE SUCCESSFULLY REFURBISHED 4 MAILBOXES

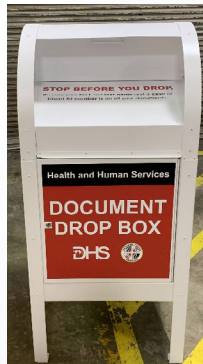
During FY25, MCE had a total of 30 program participants at the sign and engraving locations within Patuxent Institution. These participants were comprised of 7 females and 23 males. During FY25, MCE's Sign and Engraving shops had a number of notable projects and accomplishments.

MCE successfully refurbished 4 mailboxes for Baltimore County DHS, which was the first time MCE had worked on a project like this. This results in additional skills and opportunities for our program participants.

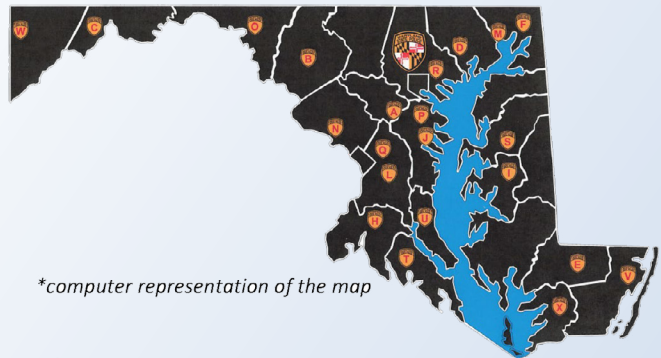
BEFORE



AFTER



MCE's sign group created a full map of Maryland that identifies all of the State Police Barracks. This map was 10' long ½" thick and was hand cut to the shape of the state.



**computer representation of the map*

UNIQUE SIGN PROJECT MARYLAND LOTTERY

Another unique sign project was for the Maryland Lottery's Headquarters, MCE participants created a 5' Lottery logo sign constructed of ping pong balls.



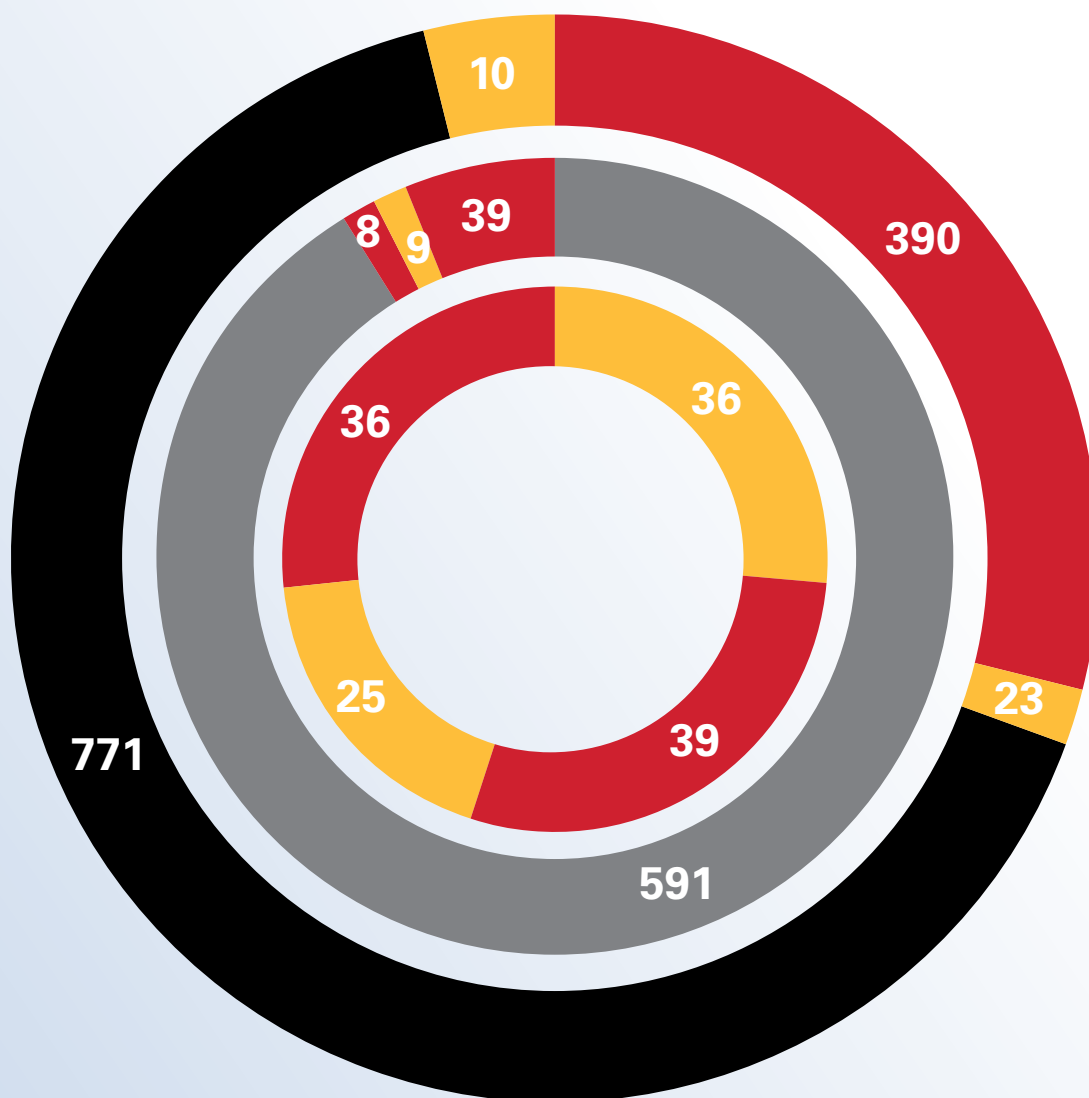
**Sign currently hangs in lobby of Lottery Headquarters*

MCE WRAPPED NEW DNR TRUCK

MCE wrapped a new DNR truck, adding to the experience of our participants in wrapping of vehicles. We have had a few new participants that were able to be trained in the process of vehicle wrapping.



TRAINING CERTIFICATES



771 MCE Shop Skills

10 Forklift Certification

390 Mentoring & Leadership

23 Employment Readiness Workshop

591 Job Skills Training Program

8 PREPARE

9 Reentry Prep & Life Skills

39 Healthy Relationships

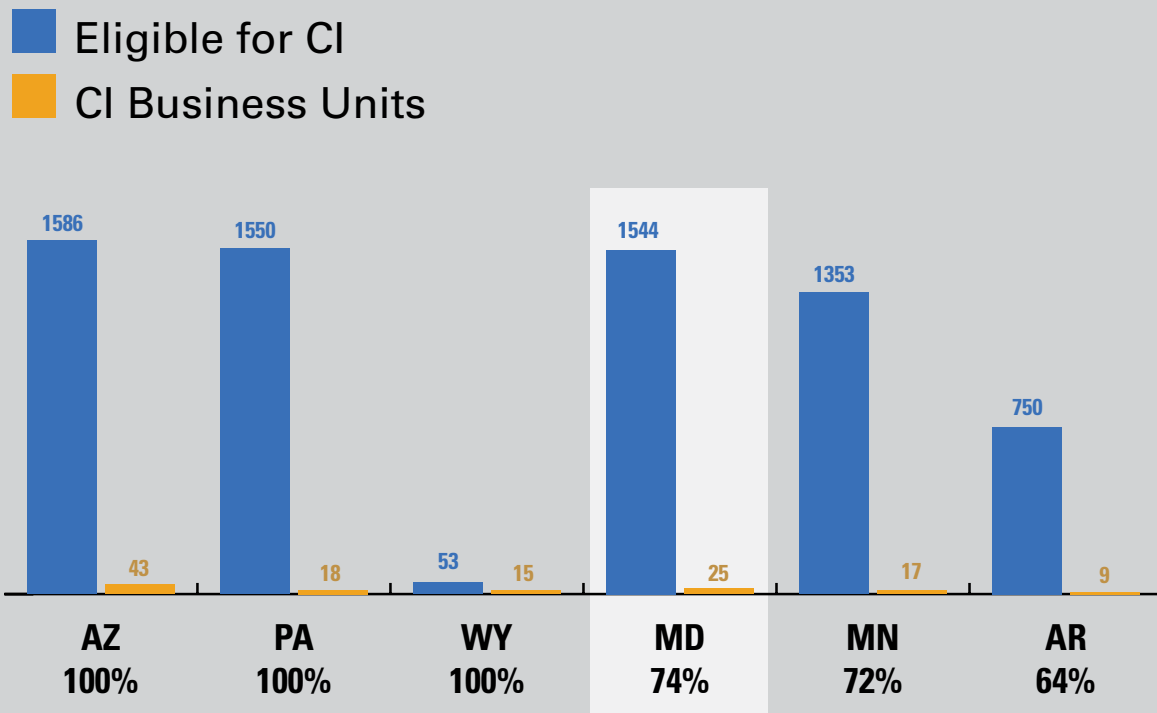
36 Financial Freedom

39 Food Safety

25 PIVOT

36 Industrial Bank Workshop

ELIGIBLE CI VS. ELIGIBLE ACTIVELY PARTICIPATING



Each state has their own requirements to determine the eligibility of incarcerated individuals to participate within Correctional Industries training programs.

Maryland Correctional Enterprises is always looking to expand our training opportunities to touch as many lives as possible.

The top six states, based on the percentage of eligible incarcerated individuals actively participating include:

ARIZONA
PENNSYLVANIA
WYOMING

MARYLAND
MINNESOTA
ARKANSAS

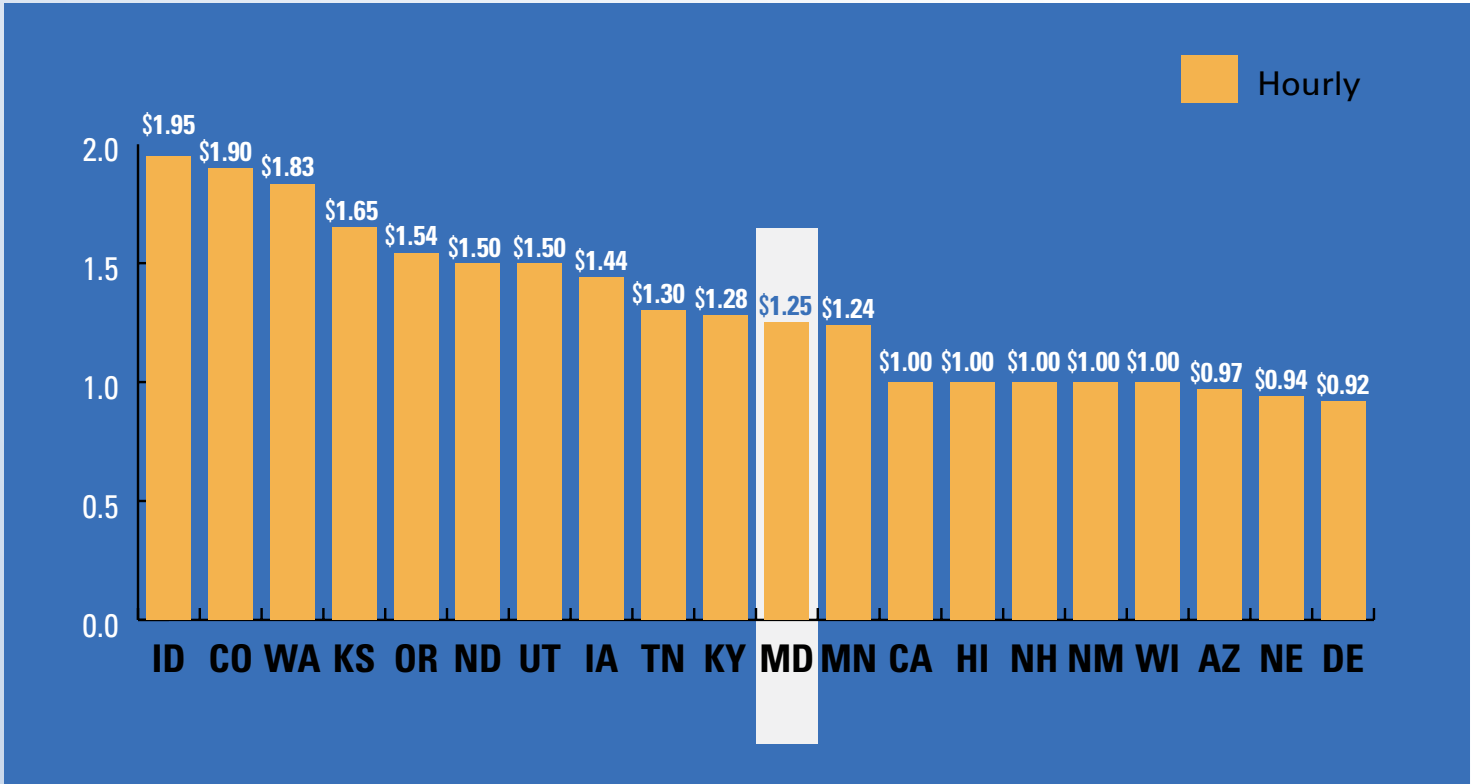
DAILY PARTICIPANT STIPEND AND DEDUCTIONS

MCE Daily Training Compensation

All MCE participants are compensated for voluntary participation in programming. In addition to daily training stipends, participants are eligible to receive additional diminution credits which can reduce sentences by up to four months for each year of participation.

With the exception of work release and PIECP participants who earn hourly stipends above Maryland’s minimum wage rate, no deductions, room and board, or taxes are withdrawn from training compensation. MCE’s average monthly compensation exceeds \$217 as training bonuses are added to the daily base stipend at the end of each month.

In FY25, MCE contributed \$2.8 million for participant training stipends.



DEDUCTIONS FROM STIPENDS INCLUDE:

- | | |
|----------------------|------------------|
| Educational Programs | Restitution |
| Family Support | Room and Board |
| Mandatory Savings | Taxes |
| Medical Co-Payments | Victims Programs |

Maryland is 11th in daily stipend average for incarcerated individuals. However, Maryland has the second highest daily stipend rate in the country that does not take any deductions from its participants.

MCE RECRUITMENT, DEVELOPMENT AND RETENTION

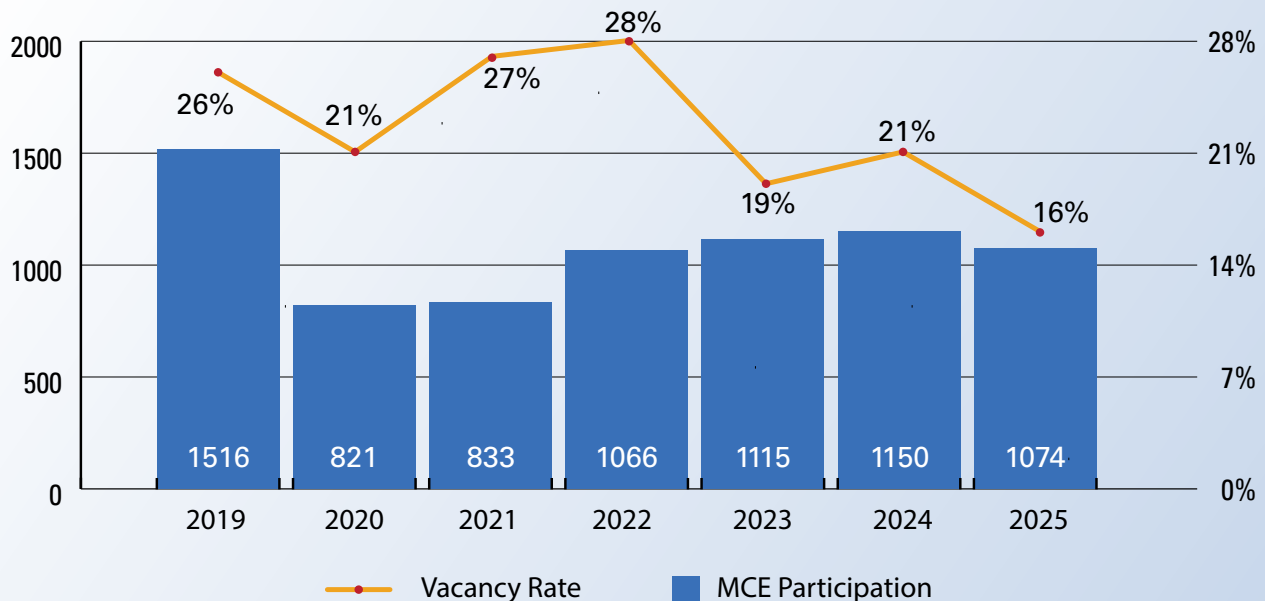
Maryland Correctional Enterprises (MCE) relies on qualified managerial, office, and production staff who are committed to the mission of the organization. The agency ensures employees have the tools to do their jobs through certified correctional training.

Due to the decline in manufacturing and the rise of service industries in the United States, recruiting workers who are skilled in certain trades – i.e. meat cutting, woodworkers, tractor-trailer drivers, etc. – has become a challenge.

The DPSCS Human Resources Services Division oversees and coordinates all MCE recruitment efforts by state law and regulations outlined by the Maryland

Department of Budget and Management. During the Managing for Results Seminar, staff members established a goal to maximize participation by maintaining a safe staff to participant ratio as recommended by the National Institute of Corrections and the National Correctional Industries Association.

MCE strives to develop staff and promote from within to retain talented staff. MCE currently has 179 allocated permanent positions. All positions will be needed to expand programming. MCE also hires returning citizens, approximately 16% of MCE's headquarters personnel are returning citizens. Overall the civilian to participant goal is 1:20.





FY25 | AT A GLANCE

The number of class participants from MCE's Continuing Allocation of Reentry Services (C.A.R.E.S.) program.

312

Number of certificates earned through the Department of Labor and MCE's Job Skills Training Partnership since FY24.

1,362

1000's

The number of quality products and services available for purchase.

1,074

The number of incarcerated individuals that participated in MCE's program with over 1.7 million work hours.

\$907K+

Revenue generated from sales on our e-commerce website.

56.7M

The unofficial unaudited amount of revenue achieved through the sale of quality products and services.

100%

MCE achieved American Correctional Association (ACA) Accreditation in 2009, 2012, 2015, 2018, 2022, and 2024.





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