



The Proof is in the PIE

For commercial companies with manufacturing or assembly needs, the PIE program might be best.



Commercial companies might be eligible to work with UNICOR in the manufacture and assembly of items through the Prison Industry Enhancement Certification Program (PIECP), also known as the PIE Program.

UNICOR has a workforce ready and able to provide labor for commercial companies in low-cost manufacturing facilities across the country.

PIECP, or the PIE Program, exempts certified prison industry programs from the normal restrictions usually applied to the sale of inmate-made goods in interstate commerce.



History in the Making

The Prison Industry Enhancement Certification Program (PIECP) was created by Congress in 1979 with the goal of motivating state and local

governments to create employment opportunities that mimic private sector work. The program allows offenders to contribute to society, offset the cost of their incarceration, reduce idleness, cultivate job skills, and improve the success rates of transition back into the community after release.



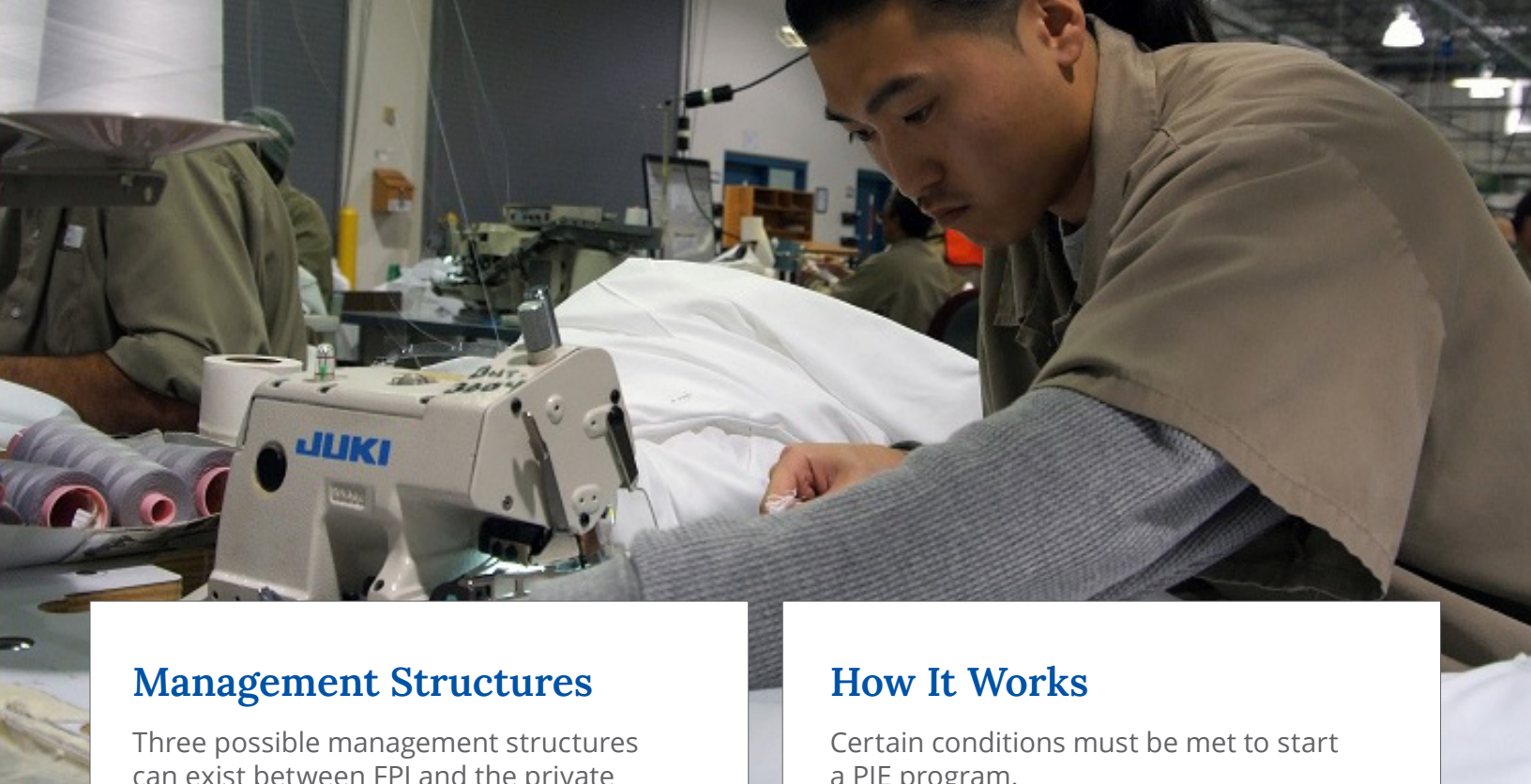
A Win-Win-Win

Commercial companies, inmates, and society at large can benefit from the PIECP program:

- **The private sector** – Commercial companies can benefit from a stable and readily available American workforce in a low-cost manufacturing space.
- **Inmates** – Inmates are paid based on the local

prevailing wage. Through pay deductions, inmates give back to society, strengthen bonds with family members, and further their rehabilitation by supporting their families and compensating crime victims.

- **Society** – Inmates gain job skills and improve their prospects for successful transition to the community upon release.



Management Structures

Three possible management structures can exist between FPI and the private sector entity:

- **Employer Model** – The private sector entity owns and operates the project (hires, fires, trains, supervises and pays the inmate work-force). FPI assumes no major role in industry operations and exercises limited control over inmate labor performance.
- **Customer Model** – The private sector entity assumes no major role in the project, has no responsibility for inmate labor performance, and is engaged only to the extent that it purchases all of the end product.
- **Manpower Model** – This is essentially a labor-leasing model and is most often used. The private sector entity pays a predetermined fee to cover labor, overhead, and profit to FPI, and typically oversees production. FPI pays inmate compensation and benefits.

How It Works

Certain conditions must be met to start a PIE program.

- Inmates must be paid (subject to allowable deductions) at a rate not less than that paid for similar work in the locality in which the work is performed.
- Inmates must receive benefits comparable to private-sector employees (such as overtime and workers' compensation).
- The private sector entity must certify in writing that no U.S. workers will be displaced as a result of work performed by UNICOR.
- UNICOR must notify organized labor and local private industry prior to program startup, comply with NEPA requirements, and obtain written assurances from inmates that participation is voluntary. The Bureau of Justice Assistance reviews the documentation to ensure that all requirements have been met and grants approval for the project.

The Many Ways to Work with UNICOR

In addition to the PIE Program, there are numerous other ways for the private sector to work with UNICOR. Other UNICOR programs include *Commercial Market Services*, *Repatriation*, *The First Step Act*, and the *Agricultural Commodities Program*.



Making Change Possible

Federal Prison Industries program (trade name UNICOR) was established in 1934. More than eighty-five years later, the program continues to operate at no cost to taxpayers and benefits communities across the Nation by creating safer prisons and reducing inmate recidivism.

Social responsibility underscores everything we do. By providing a platform of job and life skills training along with work experience, we increase offenders' chances of securing meaningful post-release employment and becoming a contributing member of society.

Research shows that offenders who participate in the UNICOR program are 24% less likely to return to criminal activity and 14% more likely to obtain employment upon release from prison compared to those without similar experience.

UNICOR invests in America by reducing crime, and its costs and consequences. For every dollar spent on correctional industry programs, a substantial amount is saved in future criminal justice costs (e.g., arrests, convictions, incarceration, crime victimization and post-release supervision).

Ultimately, UNICOR helps keep America safe, reduces public assistance costs, and compensates victims of crime. It also supports local businesses via the purchase of raw materials, promotes the viability and health of our communities, and effectively reduces crime's revolving door.

Contact

Visit www.unicor.gov for more details about UNICOR's reshoring and manufacturing capabilities.

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