



National Association of Institutional Agribusiness

The National Association of Institutional Agribusiness (NAIA) strives to meet the educational, networking, and professional growth needs of its membership, which is comprised of correctional and other institutional agribusiness professionals employed by federal, state and local institutions.

NEWSLETTER

WINTER 2021



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*Image courtesy of iStock.com



LETTER FROM THE PRESIDENT

Fellow NAIA Members,

I hope this newsletter finds everyone and their families well. With 2020 finally winding down, I hope the upcoming year brings easier times for everyone. Here in North Carolina, COVID-19 cases are rising rapidly, setting new records almost daily. Juggling the day to day tasks of an agribusiness operation is a difficult task when things are going smoothly. The addition of offender staff shortages, staff shortages, and other issues caused by the COVID-19 pandemic and the fall harvest season has become difficult to navigate. However, commodity prices are as high as we have seen in many years and that is about the best thing 2020 has offered so far.

This past summer, the NAIA Board of Directors voted to postpone the 2020 Fall Conference in North Carolina. Currently, the Fall 2021 NAIA Conference is moving forward as planned. Hopefully, 2021 brings us some relief from the pandemic and life can return to normal. The conference dates have been tentatively set for October 4-8, 2021 in Greenville, North Carolina.

We appreciate your support of the NAIA and look forward to seeing everyone next year.

Happy Holidays,

Phillip Sykes



OFFENDER SPOTLIGHT

“ They have helped with giving me a foundation to stand on when I get out of here and for that I will be forever grateful. ”



*Submitted by:
Virginia Department of Corrections
Offender Donna Hardin*

My name is Donna. I've been working for Agribusiness for 11 months now. While I've been here, I've earned a certificate in artificial insemination and I've been licensed for the application of pesticides. I've learned how to operate heavy equipment and so much more. I couldn't have asked for a better job. Working out here has given me a sense of peace and security. It has allowed me to better myself in many ways.

Above all, it's given me a sense of responsibility and has given me the ability to believe in myself. I know that I can accomplish anything I put my mind to. There have been many challenges working here, but with every challenge, there's been a reward. People depend on me to get the job done.

I would really just like to thank my supervisors and Agribusiness for the chance that I've been given. They have helped with giving me a foundation to stand on when I get out of here and for that I will be forever grateful.

Thanks for everything!



PREVALENCE OF PRISON AGRICULTURE IN THE U.S.

Joshua Sbicca, PhD
Associate Professor, Department of Sociology
Colorado State University

Growing food, tending plants, and raising animals is a longstanding practice in American correctional facilities. But a nationwide accounting of such practices is largely absent. Over the last year, I have been working with a team of researchers in my Prison Agriculture Lab at Colorado State University to help close this gap. Our intent has been to identify where agriculture is taking place, what kind of activities are present, and the intended purpose of such activities.

Before explaining our findings, here is how we went about building our database of federal and state correctional facilities with agricultural activities.

Building a Nationwide Database

We first consulted the few existing data sources to establish a baseline for comparison. This primarily included the 2005 Census of State and Federal Adult Correctional Facilities, which only asks one question about agricultural work requirements, but does not offer fine-grained detail. The 2005 Census identified 281 state-operated adult facilities with Farming/Agriculture work requirements and 1012 facilities without requirements across all 50 states.

To expand beyond the 2005 Census (the 2019 Census is still not available) we consulted official reports, data sets, and internet sites of state departments of correction and directly contacted people working in the Federal Bureau of Prisons, state correctional facilities, departments of correction, and correctional industries. We exclude juvenile and private correctional facilities and county jails from our analysis.

We designated an activity at a facility if incarcerated individuals housed there engage in the activity, regardless of whether the activity is located on- or off-site or is state- or privately-operated. We use four main “agricultural” activity types. These include the following:

- Animal agriculture
- Crops and silviculture
- Food processing and production
- Horticulture and landscaping

We subdivided these categories into over 50 subcategories. For example, animal agriculture includes aquaculture, beekeeping, dairy, equine, livestock, and poultry, among others.

We also identified the “intended purpose” of the activity, which we define as the goal or justification for the agricultural activity provided by correctional authorities. We determined this after collecting documentation and reviewing official materials and notes about activities logged during the data collection process. We settled on the following intended purposes:

- Community service
- Cost savings
- Educational
- Environmental
- Feeding incarcerated individuals
- Recreational
- Revenue generation
- Therapeutic
- Vocational
- Work requirement

STUDY: COLORADO STATE UNIVERSITY

What We Discovered

Based on our more inclusive and extensive research, we have identified a population of 1212 federal and state correctional adult facilities in 50 US States, 666 of which have agricultural activities (650 state facilities; 16 federal facilities). Given that there are only two federal correctional facilities with typical farming operations (El Reno, OK and Lompoc, CA) and 14 federal facilities with horticulture of various kinds (e.g. landscaping, vocational training), I focus here on correctional facilities run by state departments of correction (Figure 1).

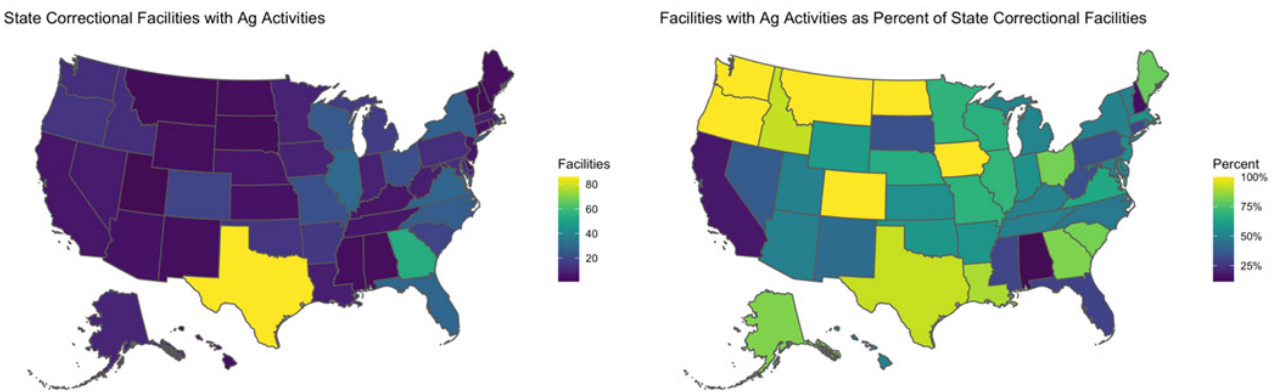


Figure 1 Prison Ag Data: State Correctional Facilities with Confirmed Agricultural Activities, Total Number (left) and Percentage of Total State Facilities (right). All 50 states engage in agricultural activities at one or more facilities. Figure made by Carrie Chennault.

Looking more closely at the data reveals that in 38 states at least 50% of state-run correctional facilities have agricultural activities. 32 states have facilities engaged in crops and silviculture, 35 in animal agriculture, 24 in food processing and food production, and all 50 in horticulture.

The South has both the highest number of correctional facilities with agricultural activities and is overrepresented regionally in its concentration of states with crops and silviculture and animal agriculture. Horticulture and landscaping is present in two-thirds of Midwest facilities, while the highest concentration regionally of facilities with food processing and production is in the West with more than one in six facilities (Figures 2 and 3).

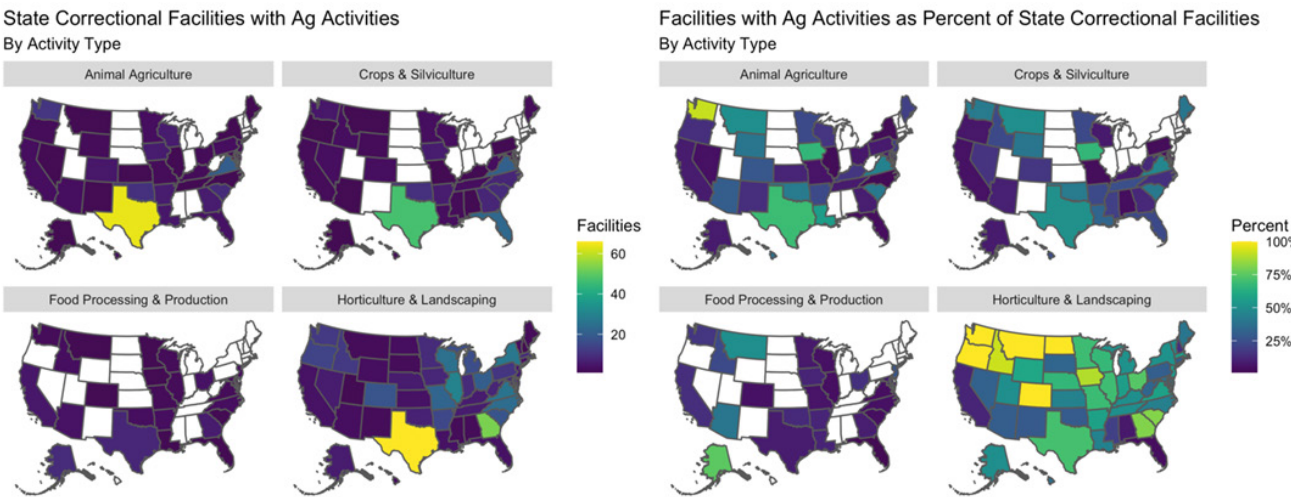


Figure 2 Prison Ag Data: State Correctional Facilities with Confirmed Agriculture by Activity Type, Total Number (left) and Percentage (right). Activities absent in states in white. Figure made by Carrie Chennault.

Continued on page 6

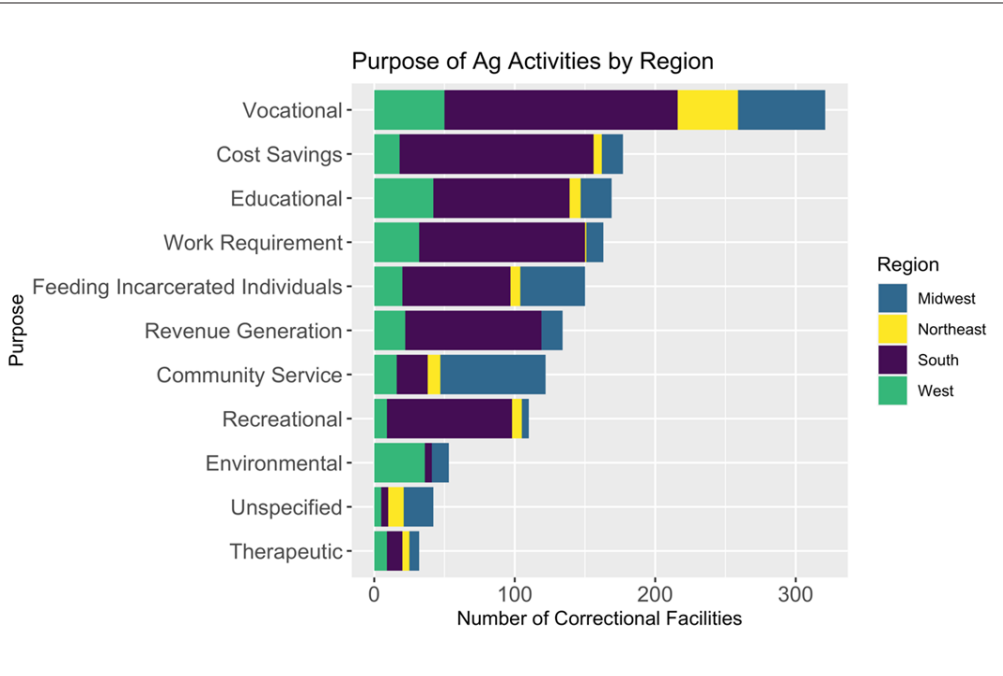
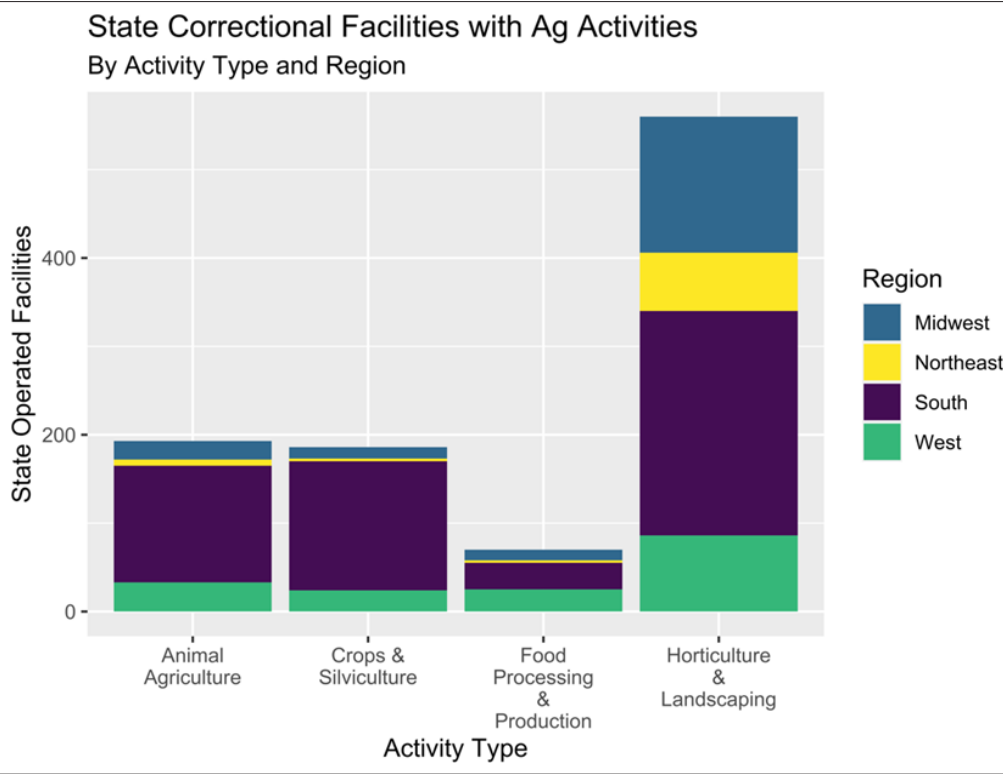


When pulling out trends from the intended purpose of agricultural activities in state-run correctional facilities, a few things stand out (Figure 4). 321 facilities have vocational training purposes (nearly 50% of facilities nationwide and 52% of which are located in Southern states). 177 facilities have a cost savings purpose (78% in Southern states). 134 facilities have a revenue generation purpose (72% in Southern states). 118 facilities have a work requirement purpose (72% in Southern states).

There are comparatively fewer facilities with explicit community service, environmental, or therapeutic intended purposes, 122, 53, and 32 facilities respectively. Reflecting a different geographic trend than in the South, roughly two-thirds of the facilities classified with a community service purpose are in the Midwest and with an environmental purpose are in the West.

Figure 3 Prison Ag Data: State Correctional Facilities with Agriculture by Activity Type and Geographic Region. Figure made by Carrie Chennault. (Diagram: top, right)

Figure 4 Intended Purposes of Agricultural Activities by Geographic Region. Figure made by Carrie Chennault. (Diagram: right)



STUDY: COLORADO STATE UNIVERSITY

Why Do Our Findings Matter?

To our knowledge, the Prison Agriculture Lab has undertaken the most comprehensive accounting of prison agricultural activities in state and federal correctional facilities in the United States. We not only discovered that the prevalence of agricultural activities of many kinds is far more extensive than official federal government statistics, but also the range of purposes varies. It is this latter point that offers an opportunity for people working in correctional agribusiness to think through how they structure programs and work opportunities.

One of the noteworthy patterns in the data on the intended purpose of agricultural activities is to offer vocational training and/or education. Decades of research shows that landing a job after release from prison, especially if it is a moderately paid and stable job, can reduce the chance of returning to prison. Additionally, if incarcerated people are receiving education, especially if it leads to a certificate or externally recognized certification, can improve job prospects post-incarceration. In both cases, incarcerated people also develop confidence and pride in securing official recognition for their efforts.

There are two additional patterns in

the data that are important to mention. The first is that horticultural and landscaping activities are the most prominent example of working with plants in prisons across the country. Digging into the data reveals that gardens, nurseries, greenhouses, and associated forms of educational programming are common. Across the country, whether in the form of the Insight Garden Program first started at San Quentin in California or the GreenHouse program started at Rikers Island, provide models for linking working with plants to therapy, skill development, certifications, and jobs on the outside.

This leads me to a few final points.

First, the data suggests the need for correctional agribusiness to be able to answer several questions: 1) How can agricultural programs best develop vocational training programs to support incarcerated people to leave prison with usable skills? 2) How can departments of correction, correctional facilities, and/or correctional industries facilitate partnerships with external employers and educators to create agricultural employment opportunities post-incarceration?

Second, and related, researchers need the support of correctional authorities to track and share data on agricultural

program participation and post-incarceration job trends. It is one thing to suggest that there are benefits to incarcerated people of engaging in agriculture. But without concrete data many stakeholders are left to their own assumptions. Having this data would help correctional authorities, political officials, the public, and incarcerated people to make informed decisions.

In closing, I hope that this research offers some clarity – and supporting data – on broad patterns of agricultural activities in correctional facilities in the United States. But this is only a starting point. The Prison Agriculture Lab is continuing to refine and expand our research and we need the help of NAIA members. Many of you, as well as the states you work in, have cooperated in providing us many of the details we needed to make progress up until this point.

I also hope that many of you will speak with me in greater depth about your experiences and perspective in interviews. This will provide the stories and deeper content to better understand the unique role that agriculture plays in correctional facilities across the country.





Preconditioning: Transition from Weaning to Growth and Good Health



Weaning or preconditioning is preparing or “conditioning” calves to transition from the cow-calf operation to backgrounding, grazing or finishing stages. The goal is to improve calf health (decrease sickness and mortality by enhancing the calf’s immune system and resistance to disease) while improving growth, performance, and profitability of calves. While there’s not a one size fits all program the common basics of a preconditioning program are: vaccination and deworming, low stress weaning, minimizing effects of painful procedures and diet transition. Preconditioned calves usually bring premiums at sale depending on how they are marketed. In a recent Cattlefax return nearly 70% of high return producers weaned their calves for 45 days or more prior to market.

Weaning

The weaning event typically occurs around 7-9 months of age but the preconditioning program begins even before this time period. It is essential to begin preparing the calves for weaning to reduce stress and its effects

on health and performance or growth. Weaning isn’t just separating calves from their mommas. Instead, weaning is a process and plan that has several essential steps to insure the calves don’t just survive the process but thrive during the process. Weaning is part of what we refer to as preconditioning which starts before weaning and typically lasts for 30-60 days or longer after separation depending on the ranch goals.

Weaning is stressful. On farm weaning is an important process to reduce future health problems. Low stress stockmanship is part of weaning. The stress of weaning can be reduced by fence line weaning or 2 step weaning. Two step weaning uses a device that attaches to the calf’s nose to keep the calf from nursing but still stays with the cow in the pasture: sort of like a weaning prep. The advocates of this technique point to data that reports reduced bawling and weight loss when the calves are separated from their dams and fewer sick calves following weaning. Fence line weaning is sim-

ply separating cows and calves using a sturdy fence or electric fence. Cows and calves can graze close by each other but not contact each other during the 3-5 days they are being weaned. Again, the data shows that this method reduces bawling, weight loss and calf sickness during and following the weaning process compared to abrupt removal and separation of the calf and the cow.

Good nutrition during this process is essential. The calf has been used to a diet of green grass and milk for several months. While the calf can still graze depending on the time of year and pasture conditions, some supplement helps the calf transition to a different diet. Providing a well-balanced, highly digestible diet including adequate protein and energy (a diet too high in carbs can be as bad as too low) is important to help calves continue to gain weight in the weaning period. This is a good time to introduce calves to feed bunks and water troughs if they aren’t already familiar with them.

Vaccinations

Vaccination to enhance the immunity and resistance to important diseases is an effective practice in cattle production. The type of vaccine, selection of antigens and timing of administration are important. There are a lot of vaccine options including modified live (MLV), killed, combinations and a lot of vaccines with a choice of combinations of virus and bacterial antigens. It is best to decide what vaccines are best for your operation with a veterinarian that is familiar with your operation. It is important to follow the label recommendations and instructions when vaccinating calves with a MLV vaccine. MLV are not recommended for calves nursing pregnant cows or pregnant cows that have not been vaccinated with a MLV vaccine.

Parasites

Deworming calves at weaning improves health and performance of calves. Injectable and oral anthelmintics are best at this age. Internal parasites if severe can risk the health of the calf. Even low infestations can reduce weight gains and cause digestive problems. Managing coccidiosis is also

an important consideration as stressed calves can sometimes break with coccidiosis. Because of documented parasite resistance now it is common to use a combination of injectable and oral dewormers at the same time to deworm calves.

Castration and/or Dehorning

Another critical part of the preconditioning program involves castration and dehorning but these procedures need to be performed preferably by 3-4 months of age. Studies show performing these procedures earlier can reduce the pain and stress associated with them. Calves castrated at weaning or later often have decreased performance and increased morbidity in the 2-3 weeks following the procedure. Calves castrated early (birth to 3 months) may be implanted to aid in weight gain. Some producers believe later castration will aid in weight gain but research doesn’t show a weight benefit to delaying castration and it increases pain, stress and hemorrhage, reduces feed intake, and increases risk of morbidity associated with the procedure. Ideally, dehorning should be done genetically by using polled bulls. De-

horning/disbudding is recommended from birth to 2-3 months while the horn buds are small and before the horns are connected to the frontal sinuses. Dehorning older calves can lead to exposure of the sinuses which predisposes to infection and maggot infestation. Dehorning should be avoided during fly season and cold weather if possible. Pain management techniques can decrease stress from dehorning and castration, can reduce the stress and risks associated with painful procedures.

Weaning is a critical management process that improves the health and value of our beef calves. It is essential to have the health program properly recorded and share the records with whoever is buying or marketing the calves. Keep the date of weaning and dates of vaccinations as well the name of the vaccine and any other products given to the calves and have it available when marketing calves.

Article courtesy of <http://www.bqa.org/CMDocs/bqa/NationalManual.pdf>





MONTANA CORRECTIONAL ENTERPRISES

Merry Christmas and Happy New Year to All,

Montana Correctional Enterprises (MCE) has been maintaining through this past year. Our work programs outside of the fence weathered the COVID-19 storm early, but it certainly caught up with us during the month of October. In October, the offender work crews at the Work and Reentry Center (WRC) which houses up to 208 offenders, we were down to 74 offenders that were allowed to work at one point. It was non-stop shuffling offenders around to get the essential tasks completed between the Dairy, Range Cattle, Food Factory, Canteen and Warehouse. It certainly made the offenders appreciate their everyday jobs a little more.

Like many programs in the NAIA, our industries program was extremely busy making Personal Protective Equipment (PPE) for the Montana Department of Corrections (MDOC) and other state agencies. Once the MDOC and other state agencies' needs were met, we started producing PPE for health care centers and law enforcement around the state. We made masks, face shields, shoe and head covers, gowns, 3D masks, social distancing floor decals, social distancing signs and cubicle shields with a limited workforce as the secure compound has seen limited offender movement since our COVID-19 outbreak began. The industries program has produced almost 23,000 items of PPE so far during FY20.

We are hoping to have the CDL program back up and running soon. We have a number of offenders who are leaving soon and we had hoped they would have their CDL license, but 2020 has changed those goals for all of us.

Our training programs have been moving along; however, we are dealing with issues at the dairy that are significant. Our contract with Darigold runs out at the end of the month and the last milk pickup is scheduled for December 29th, 2020. We are in the process of downsizing our dairy until more opportunities present themselves. Dave Miller, longtime MCE Dairy Manager who retired in August, hoped to see the program that he was instrumental in building continue as he retired and we certainly plan on building the numbers back up at some point. I just talked to him the other day and like he said, "I still have a huge interest in the dairy and want to see it succeed".

Sincerely,

Ross Wagner
MCE Agriculture Director



MEMBER UPDATES

SCHOLARSHIP NOMINATIONS

One main focus of NAIA is the continual advancement of our profession. We value the importance of individuals seeking careers in agribusiness. We look for ways to recognize those individuals by offering opportunities to provide scholarships to applicants that meet the established criteria.

Scholarships are awarded to individuals sponsored by NAIA members and are either a part time or full time student pursuing a bachelor's or graduate degree.

Todd Swick, Deputy Director – Agriculture, Land and Minerals at (936) 437-6655 or email to todd.swick@tdcj.texas.gov

Questions: Please call Todd Swick at (936) 437-6655

Deadline for scholarship application is MAY 22, 2021. These applications will be screened and selected by the Executive Board of Directors. The recipients will be notified prior to the annual conference. If you would like to nominate someone, please visit www.naia.web and download the scholarship application packet under the “Membership” section.

BILLY MAX MOORE AWARD NOMINATIONS

We are now accepting Billy Max Moore Award nominations. The deadline to submit your nomination application is June 1, 2021. Email as a scanned document or mail the entire BMM application.

- Email: john.raiford@vadoc.virginia.gov
- Mailing address: 14545 Old Belfield Road, Capron, VA 23829
- For questions, call: John (Kenny) Raiford at (757) 335-0750
- Visit www.naia.web to download the application located in the “Home” section.

GROUP MEMBERSHIPS

Now offering Group Memberships. Our goal is to allow individuals and organizations as much access as possible.

For questions, please contact Amy Pataluna: aepataluna@gci-ga.com

- Individuals - \$20/year
- 10 Members - \$195/year
- 15 Members - \$290/year
- 20 Members - \$385/year
- 25 Members - \$480/year
- 30 Members - \$575/year



BYLAWS

Please review the Bylaws and provide feedback.

- Bylaws are to be reviewed by the entire membership every other year.

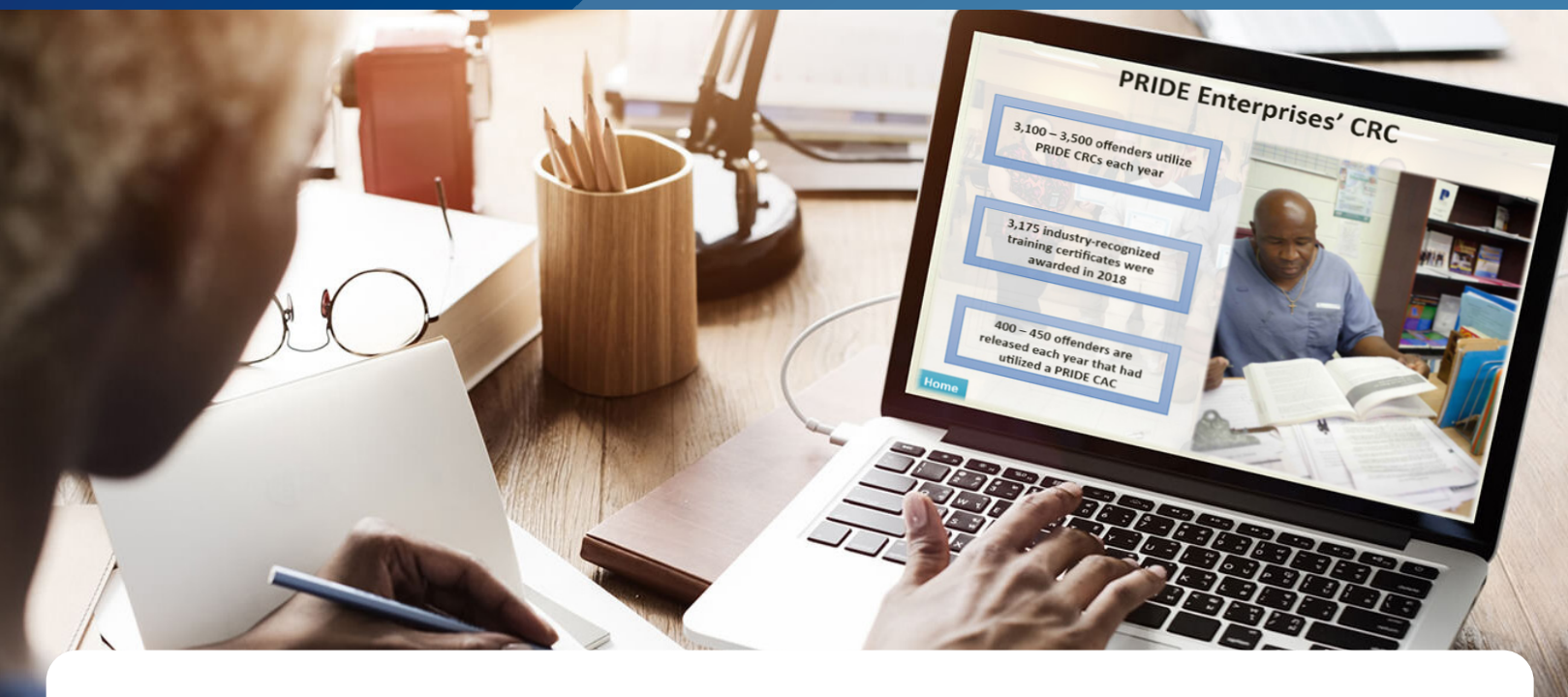
WE WOULD LOVE TO FEATURE YOUR ARTICLE IN OUR NEXT NEWSLETTER

Have an interesting story to share or a topic you would like to see discussed in the newsletter? Please share!

- Please email Amy Pataluna at aepataluna@gci-ga.com

Learn Online With NCIA!

RECIPE



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 in the field of CI, our online courses aim to help you strengthen your skills, learn new ones, and discover new ways of thinking about CI in disciplines including:

- Post-Release Employment Services **(NEW!)**
- Shop Finances **(NEW!)**
- Dynamic Sales Teams
- Soft Skills
- Certified Technical Skills/Apprenticeships
- Career Resource Centers
- Inventory Management
- Situational Awareness **(NEW!)**
- Safety & Security
- Operations Management
- Marketing
- Financial Self-Sufficiency
- Managing the Workplace Environment

PACKAGE PRICING FOR YOUR CI AGENCY INCLUDES:

50 courses for \$1,500
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100 courses for \$2,500
(\$25/course)

200 courses for \$4,500
(\$22.50/course)

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EASY BEEF STEW

<https://www.spendwithpennies.com/beef-stew-recipe/#wprm-recipe-container-140827>

This easy beef stew recipe is a family favorite. Tender veggies and beef in a rich brown broth!

- **PREP TIME:** 20 minutes
- **COOK TIME:** 1 hour 10 minutes
- **TOTAL TIME:** 1 hour 30 minutes

SERVINGS: 8 servings

INGREDIENTS:

2 pounds stewing beef trimmed and cubed
3 tablespoons flour
½ teaspoon garlic powder
½ teaspoon salt
½ teaspoon black pepper
3 tablespoons olive oil
1 onion chopped
6 cups beef broth
½ cup red wine optional
1 pound potatoes peeled and cubed
4 carrots cut into 1 inch pieces
4 stalks celery cut into 1 inch pieces
3 tablespoons tomato paste
1 teaspoon dried rosemary or 1 sprig fresh
2 tablespoons cornstarch
2 tablespoons water
¾ cup peas

HOW TO MAKE:

1. Combine flour, garlic powder and salt & pepper. Toss beef in flour mixture.
2. Heat olive oil in a large Dutch oven or pot. Cook the beef and onions until browned.
3. Add beef broth and red wine while scraping up any brown bits in the pan.
4. Stir in all remaining ingredients except for peas, cornstarch and water. Reduce heat to medium low, cover and simmer 1 hour or until beef is tender (up to 90 minutes).
5. Mix equal parts cornstarch and water to create a slurry. Slowly add the slurry to the boiling stew to reach desired consistency (you may not need all of the slurry).
6. Stir in peas and simmer 5-10 minutes before serving. Season with salt & pepper to taste.



