

IPI'S INSIDE INSIGHTS

A MONTHLY INTERNAL NEWS SOURCE

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01

MANAGER'S MESSAGE

Chad Squires | Plant Manager



Production Technician Diana Mindham retired on April 16th. Diana worked in Corrections for approximately 11 years, in addition to working another nine years in state employment. Diana was instrumental during the beginning stages of the home building program, and her willingness to learn, work ethic, and dedication has been crucial to our continued growth. Diana's organizational skills were key, allowing her to manage several moves simultaneously. She was always willing to take on new tasks and go above and beyond. We are grateful for her many contributions and wish her the best of luck in retirement and future endeavors.



Another recent staff change at Homes for Iowa is the promotion of Nicholas Clark from Industries Technician to Industries Production Coordinator. Nick will now be our primary contact for Global inventory management. In addition to this, he will train with Michael Randol to assist with scheduling, route planning, and permit requests. Nick will also continue his role as an instructor in the HVAC and Plumbing trades. His extensive background and knowledge in inventory management will be extremely helpful, and we're excited for Nick to assume his new duties.

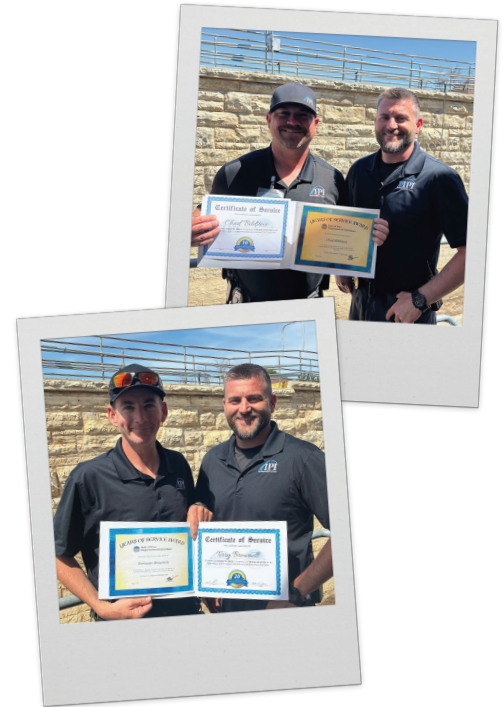
Finally, Michael Randol made a lateral move from the moving crew to scheduling and planning deliveries. His experience in construction and house moving will be crucial for planning house moves and working with customers, cities, local municipalities, and the Iowa State Patrol.

02 STAFF SPOTLIGHTS

This month, **Chad Bildstein** and **Terry Brownell** each received Years of Service certificates to commemorate their dedication and service to IPI!

Chad Bildstein will have been with the DOC/IPI for 10 years come November, and Terry Brownell has passed the impressive 20 year milestone. Both Chad and Terry are integral pieces of IPI's operation in Anamosa, making sure processes stay on track and ensuring our customers can trust what comes out of our shops.

Thank you for your continued dedication to IPI!



IPI Staff Work Anniversaries - June 2026

(Note: Each date marks an individual's State of Iowa start date)

JUNE
7 Seth Essing - 16 Years

JUNE
14 Luke Fowler - 19 Years

JUNE
23 Jared Ash - 23 Years

JUNE
29 Julie Holtorf - 19 Years



03 IPI CHAMPION AWARD

This month, Delbert Longley was presented with the prestigious Iowa Prison Industries Champion Award!

As Chief Jail Inspector for the Department of Corrections, Delbert became a tireless promoter and advocate for our training programs, going out of his way to ensure everyone he dealt with knew about our program and the benefits it brings to all of the citizens of Iowa. Whether it was a sheriff, jail administrator, city manager, or deputy, he shared his knowledge of IPI's products and services with them. He even went out of his way to introduce our team to as many potential clients for IPI as he could.

Delbert helped IPI create more work for the incarcerated individuals, took a genuine interest in seeing them succeed, and ensured that success stories were shared with everyone regarding the positive outcomes of working with our program. He never missed an opportunity to introduce prospects to the IPI way and lead them there.

Delbert will soon be retiring from the Department of Corrections this summer, so we wanted to ensure everyone knows the extent and impact he has had on our operations through his career. IPI, the DOC, and all of the law enforcement officials he dealt with daily will truly miss him. He exemplifies to the highest degree what it means to be a Champion. We hope the individuals he meets in the next phase of his life will be as fortunate as we were to be a part of his work career.



04

LEAN CORNER

Clint Schmidt | General Operations Manager



How to Create Psychological Safety in the Workplace Pt. 1 (from Indeed)

What is psychological safety in the workplace?

Psychological safety in the workplace is a shared belief by staff members that they can share their ideas, questions and concerns without repercussions. This can mean, for example, that people feel safe to share their opinions knowing that their colleagues will not laugh or ridicule them for having suggested an unconventional idea. Creating a psychologically safe workplace means that people feel comfortable being themselves and helps foster a relaxed atmosphere. Having a relaxed atmosphere means that workers are able to come up with innovative ideas as there is interpersonal trust and a climate of respect among team members.



Why is psychological safety at work important?

Having psychological safety in the workplace is important for open communication between team members which can lead to creative solutions and innovative ideas. In order to get the best innovation within your team, workers need to feel comfortable voicing half-finished thoughts, asking questions out of the left field and brainstorming out loud.

Also, a lack of psychological safety can mean that you might not see possible failures of a plan, as your team would not feel comfortable speaking up if they see a flaw in a project. This could mean that the entire organization is negatively affected as you need good innovation and successful projects in order to have success.

The four stages of creating a psychologically safe workplace

When working towards creating psychological safety in the workplace, there are four stages that teams will go through.

Stage 1: Inclusion Safety

- This stage satisfies the basic human need to connect and feel as though you belong
- Employees feel as though they can be themselves
- Each team member feels accepted for who they are, including their unique and defining characteristics

Stage 2: Learner Safety

- This stage satisfies our need to learn and grow
- People feel comfortable asking questions, giving and receiving feedback, experimenting and making mistakes

Stage 3: Contributor Safety

- This stage satisfies our need to make a difference
- Team members feel safe using their skills and abilities to make a meaningful contribution

Stage 4: Challenger Safety

- This stage satisfies our need to make things better
- People feel safe speaking up and challenging the status quo. They think there is an opportunity to change or improve things

These stages are important to understand when creating a psychologically safe workplace as they will help indicate how safe your employees feel. As your team works through the stages, you will be able to see the potential for innovation increase and you will know you have been successful.

To Be Continued in Part 2...



GLOBAL UPDATES

Sara Schnotala | ERP Specialist



Customer Request -> Implemented

One of our customers recently requested a barcoding solution to improve their receiving and inventory processes. Specifically, they needed a scannable PO barcode on our packlists and barcoded labels on the products themselves. Following targeted R&D, we successfully implemented this solution for them. We are now focusing on refining this process internally to streamline operations within our own shops.

	PACKING LIST 015129	Special Instructions ☐ Cert Enclosed ☒ Partial Ship ☐ Complete Ship Goods Received in Good Condition By: _____ Date: _____
	Customer P.O. Number 	
 Part #: Description: Quantity: Customer: Customer Part #: Customer PO #:	Iowa Prison Industries FP243108SB 24" x 31" Starseal Black Bags 1.00 Carton: 500.00 IOWA STATE UNIVERSITY C ISU123 BARCODE TEST5	
www.iaprisonind.com		800-332-7922

New IPI Dashboard Boosts Visibility Across Shops

We are excited to announce the launch of our new Warehouse and Customer Service Dashboard! Previously, users could only view open orders for the specific shop they were currently in. Now, this new tool grants full visibility into all open IPI orders, regardless of the shop location. What's next? We are working on Phase 2, which will allow our shipping team to ship any order directly from this dashboard, regardless of which shop it belongs to. Stay tuned for updates as we continue to streamline our operations!

Shipping Dashboard (FTX)

Refr. (Mins.)

Calculate MRP On Hand Pick List Report Shipment Pick List (Rpt 71)

Global Shop SOLUTIONS ERP SOFTWARE

Open Orders Due Today & Past Due Staging Shipments Shipped Orders

Drag a column header here to group by that column

		Company	Customer Name	Customer PO	Order No	Order Ln	Part Number
→	Print	FTX	ROCKWELL CITY CITY OF		3900904	001	FTAC60ZBLK3234REL
	Print	FTX	NORTH LIBERTY CITY OF		3900933	001	FTAC60ZWKA6R
	Print	FTX	TEXTILES - MV	3703736	3900954	001	FLABOR
	Print	FTX	APPANOOSE CO SHERIFF	0002137	3900945	001	FTAC60ZGRN3834REL
	Print	FTX	DICKSON INDUSTRIES, INC	260233	3900958	001	1384
	Print	FTX	DICKSON INDUSTRIES, INC	260232	3900960	001	361
	Print	FTX	DICKSON INDUSTRIES, INC	260241	3900963	001	626
	RePrint	FTX	UNIVERSITY OF IOWA	C000586197	3900944	001	FWRKSHORTCOY38REL
	Print	FTX	DICKSON INDUSTRIES, INC	260231	3900959	001	1398
	RePrint	FTX	FORT DODGE CORR FACILITY ...	25205062601	3900948	001	FTAC60ZCOY3632
	RePrint	FTX	IOWA CRRCTNL INST WOMEN...	2492612824	3900949	001	FTAC60ZWCOY2R
	RePrint	FTX	MT PLEASANT CORR FAC	2462605119	3900952	001	FTAC60ZCOY3030REL
	RePrint	FTX	FORT DODGE CORR FACILITY ...	25205202601	3900964	001	FTAC60ZWCOY10R
	RePrint	FTX	BUCHANAN CO SHERIFF		3900965	001	FTAC60ZGRN3830REL
	Print	AGA	DES MOINES AREA CMNTY C...		0408489	001	FSP-ENG SIGN
	Print	AGA	DHS SUB OFC IOWA CITY		0408627	001	FENV10WIN4.5T
	Print	AGA	ADMINISTRATIVE SERV DEPT...	104201 Due Date	0408628	001	FINVTAGNUMBERED
	Print	AGA	ADMINISTRATIVE SERV DEPT...	104218 Due Date	0408643	001	FENV10REG
	Print	AGA	DOT AMES	0021170	0408566	001	FPOWEROFATTORNEYP...
	Print	AGA	WOODWARD RESOURCE CEN...	412050726260	0408574	001	FBOOK
	Print	AGA	DOT MOTOR VEHICLE DIVISIO...		0408640	001	FGTEMP TAGBAGS
	Print	AGA	CORRECTIONAL SERV DEPT ...		0408642	001	FPLAQ7X9MDFENG
	Print	AGA	ADMINISTRATIVE SERV DEPT ...	104210	0408631	001	FENV10WIN4.5
	Print	AGA	CONESVILLE CITY OF		0408600	001	FCARD4X6CL2
	Print	AGA	DHSFORMS BILLING- DISTRIC...		0408612	001	FDHSCOMM62

Upcoming Global Training Opportunities

Global Gather & Grow Webinar

June 23rd: Ask Your ERP Specialist. This will be an open forum for you to ask questions (or send them to me in advance) to better understand our ERP system. I will also take suggestions for webinar topics for the next fiscal year. Send topics and questions for this webinar to sara.schnotala@iowa.gov by June 19th.

As a bonus, for every Global webinar you attend between now and October, you will receive one extra raffle entry for our fabulous door prizes that we will be giving away at this year's IPI Staff Training Conference!

Global's Friday Features

June 9-10 - ERP Bootcamp: Operations

June 11 - ERP Bootcamp: Financial

July 7-8 - ERP Bootcamp: Operations

July 9 - ERP Bootcamp: Financial

August 4-5 - ERP Bootcamp: Operations

August 6 - ERP Bootcamp: Financial



IPI MARKETING - JUNE 2026



Chris Becker | Marketing Specialist

June marks the final month of the fiscal year, meaning this is the final marketing update for FY26! Soon, the IPI commercial team will be meeting to devise our marketing plan for the next fiscal year.

If there are any ideas you have or marketing efforts you would like to see implemented into our FY27 marketing plan, please send me an email at chris.becker@iowa.gov!

Marketing Emails:

- Iowa State Fair Materials - State Agencies
- Work Clothing - County Conservation
- Signage - County Jails & Sheriffs
- Branding - Colleges & Universities
- Air Filters - CBC's



Marketing Mailers:

- Uniforms & Clothing - City Police



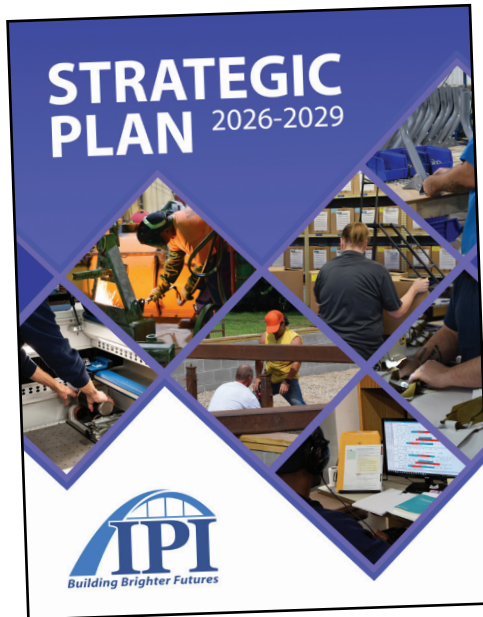
Special Events:

- National Safety Month



07

IPI STRATEGIC PLAN



MISSION
A self-sufficient program that positively impacts participant lives, reduces recidivism, and provides valued products and services to our customers.

VISION
A meaningful work training opportunity to develop utilizable skills for everyone.

VALUES

- Teamwork: To work collaboratively towards our goals
- Integrity: To do what is right in all circumstances, guided by ethical principles, honesty, and trustworthiness
- Accountability: To accept responsibility for our actions, behaviors, and decisions as well as the outcomes resulting from those actions
- Professionalism: To create a positive and productive work environment by exhibiting respect among all levels of the organization
- Continuous Improvement: To actively seek out ways to learn and improve ourselves and our organization



In February, the Leadership Team presented IPI's Strategic Plan at a Town Hall event. Since then, leadership has further refined the plan, assigned resources to the various initiatives, and started working on many of them.

As planned, we have put together an overview document available to all staff and I/I's. This document is now available for viewing on the IPI Standards Drive:

IPI Standards Drive > General Information > IPI Strategic Plan 2026-2029

If you have any questions about the strategic plan, please reach out to your manager.

THANKS FOR READING!

Please direct any newsletter ideas, employee recognitions, new developments, and Star Shop of the Month requests to chris.becker@iowa.gov