



TRAINING EMPLOYABILITY SKILLS

Reducing Risk Factors

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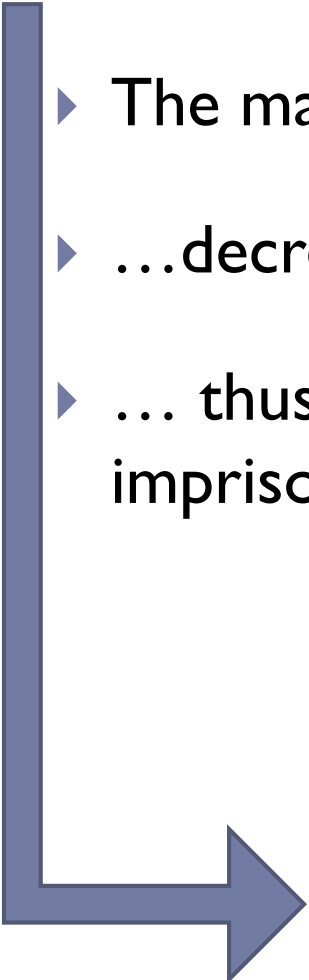
Summary

- ▶ Sentencing people to prison – What's the goal?
- ▶ Risk, Needs and Protective Factors
- ▶ Employment and re-offending
- ▶ Employability Skills Training Program: reducing risk factors



Sentencing to prison:

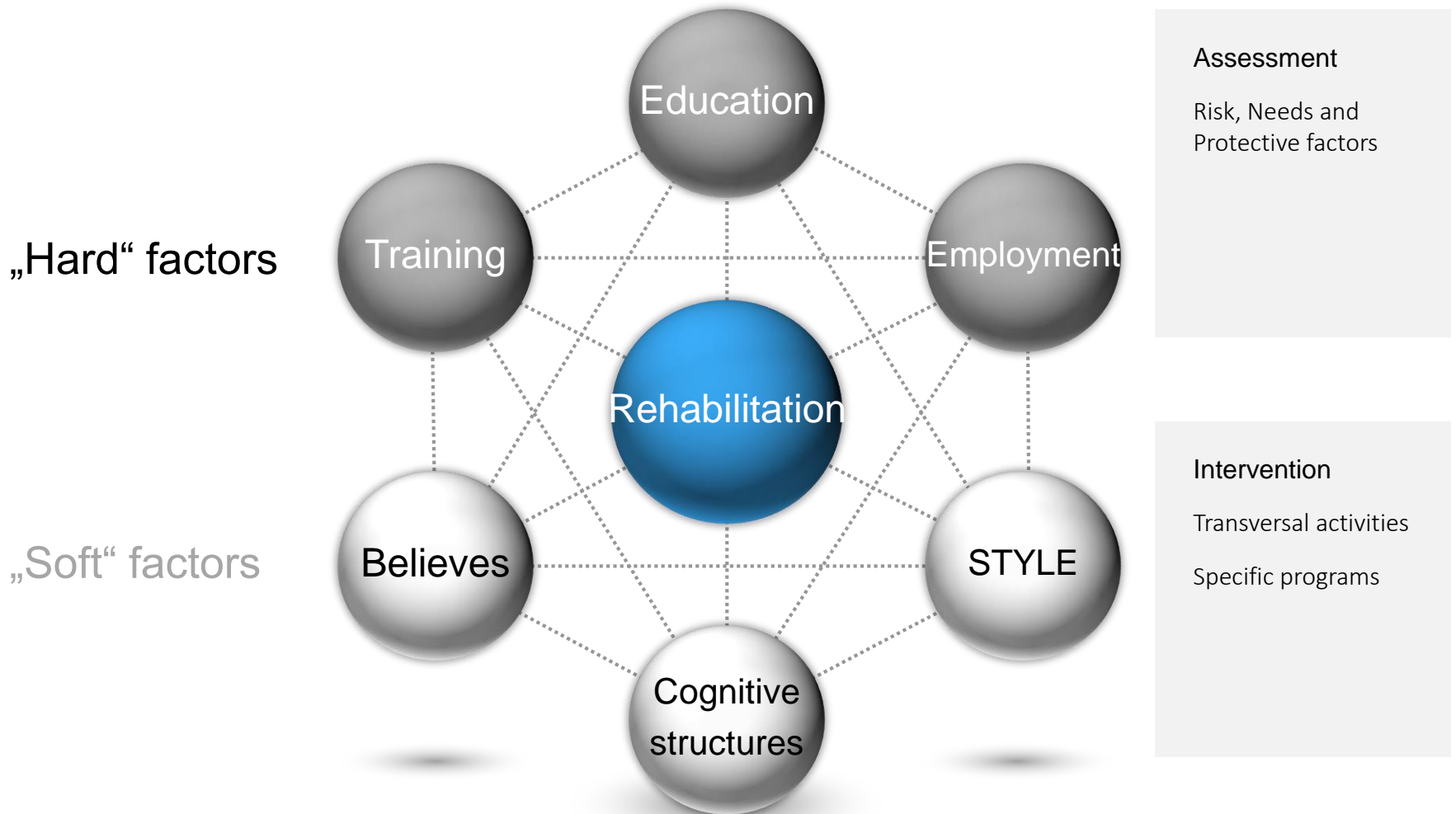
- ▶ The main goal is the individual's rehabilitation...
- ▶ ...decreasing the probability for crime recidivism...
- ▶ ... thus protecting society from crime, not only during imprisonment.



Successful rehabilitation is an
OUTCOME
of proper interventions by each one inside the
prison system

7S-FRAMEWORK (MCKINSEY)

The seven Success Factors for rehabilitation



RNR model

Risk – Needs - Responsivity

1. Level of Risk (*How much to intervene?*)

...What degree of supervision/intervention.

The intensive supervision/intervention should be targeted to high risk cases; low or very low risk cases may not even require supervision/intervention.

2. Criminogenic Needs (*Where to intervene?*)

...Which priority targets for intervention.

The intervention must address the dynamic risk factors/criminogenic needs that contribute most for the recidivism probability in a specific case and that may be changed as a result of a targeted intervention.

3. Responsivity factors (*How to intervene?*)

...Model of intervention.

Adjust the intervention in terms of personal, cognitive, demographic, cultural and other factors in order to enhance the responsiveness of the convicted offender.

Facts related to crime (scientific evidence)

- ▶ “Risk factors”: variables recurrently associated with serious and/or persistent offending
 - ▶ Most criminal activity is a form of socially learned behavior, and we can identify general risk factors associated with it
 - ▶ Poor parental supervision and low attachment to families
 - ▶ **Difficulties in school and employment**
 - ▶ Network of delinquent / crime-prone associates
 - ▶ Manifestation of anti-social attitudes

- ▶ Needs:
 - ▶ Poor personal and social skills
 - ▶ Low levels of self-regulation
 - ▶ Distorted patterns of information processing
 - ▶ Negative emotions and low level of constraint
 - ▶ Low intelligence/achievement
 - ▶ **Low family income**

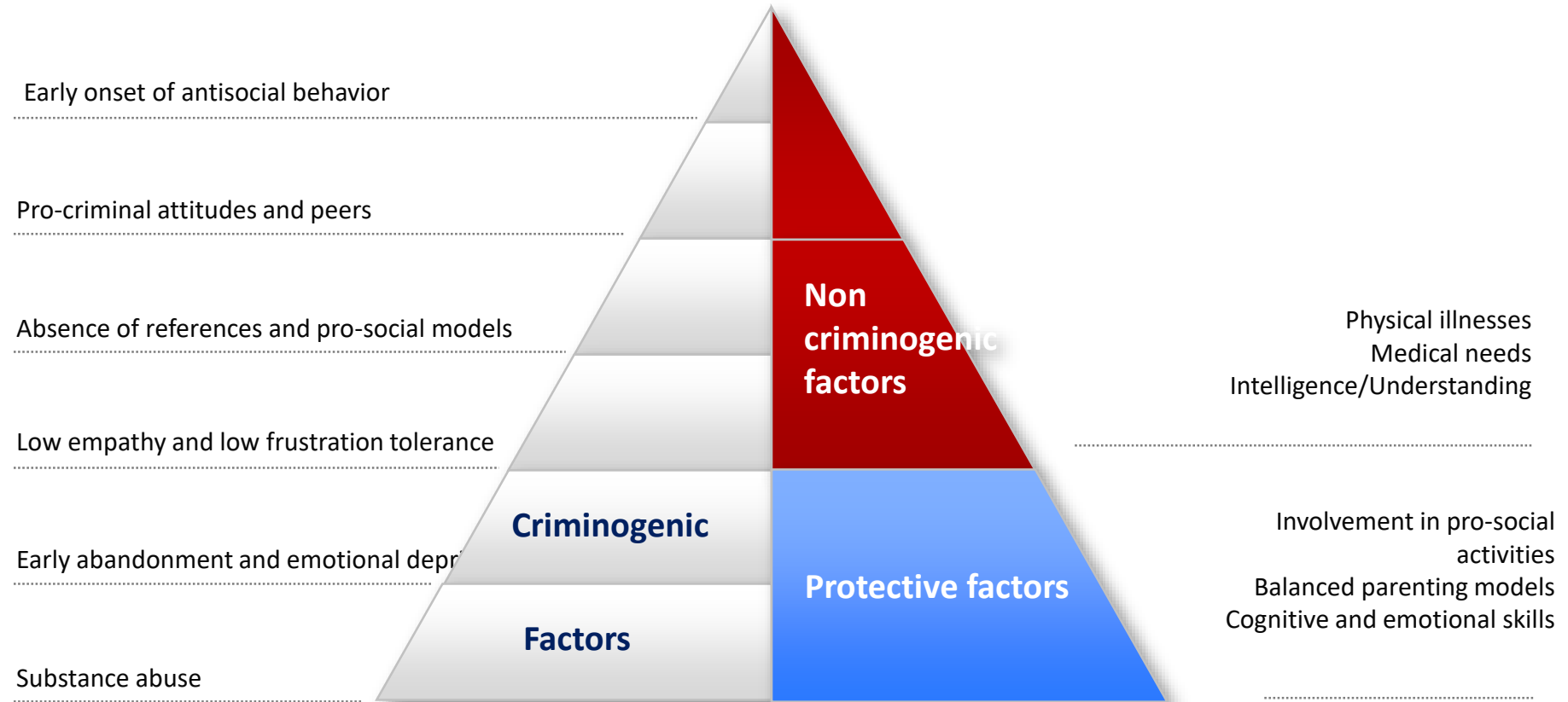
Facts related to crime (scientific evidence)

▶ **Protective factors / Desistance:**

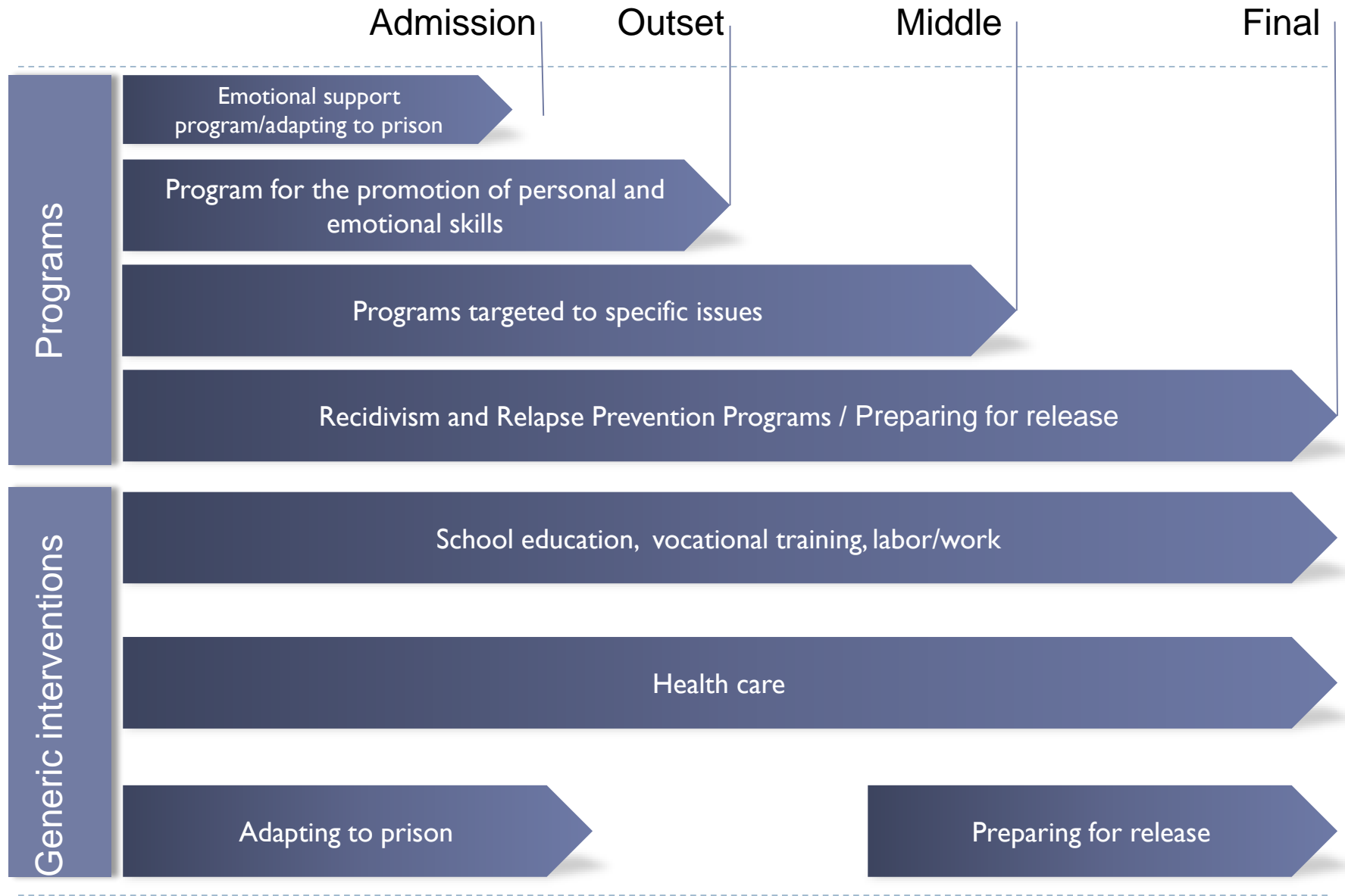
- ▶ Changes in social networks: getting married, having children, breaking away from criminal friends
- ▶ Increased coping skills
- ▶ Cognitive transformation: less self-centred, more concern for others, increased prosocial values and behavior, change to a prosocial/non-criminal identity
- ▶ Changes in life-style: **getting a steady job**
 - ▶ Cambridge Study: **less offending** during periods of **employment** than unemployment, decreased offending after marriage, increased offending after separation/divorce

Prisoners Assessment

Criminogenic Factors vs Non criminogenic Factors vs Protective Factors



Sentence Enforcement



Facts related to employment

- ▶ Eurostat estimates over **20 million men and women unemployed***
- ▶ Over 4 million are under 25 years old*
- ▶ British study found that being employed **reduced the risk of re-offending by 1/3 to 1/2****
- ▶ Norway statistics concluded that recidivism among prisoners is **63% lower for those accessing employment** after release than for those who remain unemployed***
- ▶ Employment has been shown to be one of the **most important factor** in preventing re-offending
- ▶ **It's essential to increase our efforts to assist prisoners develop the skills and competences necessary for employability**

*- Eurostat, Oct/2016

**-. Ministry of Justice Analytical Series 2013

***-. Torbjorn Skardhamar, Kjetil Telle, 2012

Training Employability Skills Programs (ESP)

Specific Rehabilitation Program

Main Objectives

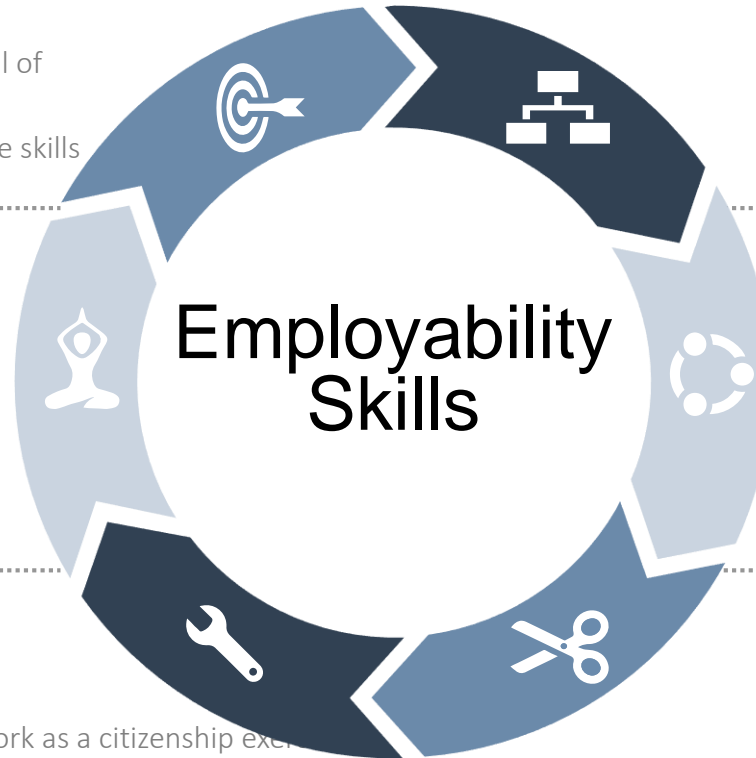
- Prevention of recidivism
- Increase of the employability potential of prisoners
- Training of transversal and transferable skills involved in these processes;

Structure

- 20 group sessions / 120 min.
- 10/15 inmates
- 2 times a week

Modules

- Initial Module:
 - Social importance of Work; Work as a citizenship exercise
- Training Skills:
 - Training of the 11 transversal skills
- Complementary Module:
 - How to develop a curriculum; How to look for jobs offers; How to behave in a job interview; Entrepreneurship; Creating self-employment; Self motivation



ES Assessment Tool

Potential for employment
Needs diagnoses instrument
Self-assessment component

Employability Skills

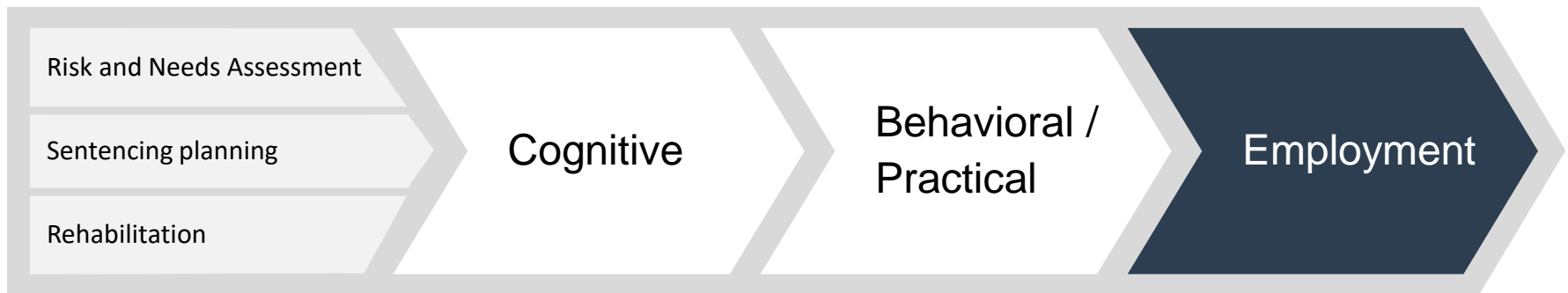
Education; Literacy and numeracy; Foreign languages and new technologies; Professional certificates; Social and family background; Professional and technical skills; Transversal skills; Legal and penal situation; Motivation

Transversal Skills

Integrity; Flexibility; Self-control; Analytical thinking; Initiative; Orientation to results; Constancy; Organization and quality; Customer orientation; Teamwork; Communication

7S-FRAMEWORK

Reducing risk factors



- Changing risk factors and hard skills
- Reducing criminogenic needs
- Improving protective factors

- Training soft skills
- Real work environment
- Same rights and same duties

- Assessment of Employability skills
- Training employability needs
- Training in a real work environment
- Search for labor market opportunities

Promoting change...



... building new opportunities.



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DIREÇÃO-GERAL DE REINserÇÃO E SERVIÇOS PRISIONAIS