



Report

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Day 1

Opening

Moderator Jorge Monteiro, EuroPris & EPRF Board member, Reintegration & Prison Service, Portugal

Monteiro opens the workshop and explains the merging strategy of EPRF and EuroPris, a collaboration that seems to be successful.

Santi Consolo, Ministry of Justice, Director Department of Penitentiary Administration, Italy

EuroPris is the main point of reference for European prison issues with activities like conferences, workshops and expert groups.

Italian prison service has a special program for professional training and education. The strategy was first formulated in 2012 and was confirmed in 2016. It is a didactic model based on the needs of the inmates with the overarching goal of increasing the prisoners' ability to financially support their families, as well as improving their chances in the labour market.

The model includes fiscal and tax benefits for hiring prisoners. Obtaining work is a good way to break cultural and social isolation. The new model sends a strong message of legality through the acknowledgement of norms, rules and social duties.

Prisoners can be employed by local companies, social cooperatives or the penitentiary administration. In 2017, 30 percent of all prisoners were at work. Internally they do vehicle repairs, farming, shoe production etc. Externally they do graffiti removal, clothes production, pastry, wine, packaging, call centre services etc.

Wages are regulated by law. In external production wages are 100 percent of market wages, in internal production it is 2/3 of market wages.

Academic approach to prison work, vocational training and reintegration

Aline Bauwens, Vrije Universiteit Brussel, Belgium

Academic research in the field of reintegration can be divided into two main types of research:

- Structural barriers
- A subjective approach (to structural barriers)

In these approaches there has been a shortcoming of describing offenders' and their families' actions. Previous research has been focusing on ideas and opinions rather than actions. Bauwens has performed 12 in-depth interviews to deepen the understanding of offender work rehabilitation.

Results of the research show that income and housing normally are parts of the offender's future plans. Recent studies in the Netherlands imply that not any job will do to stabilize the offender after release. A stable job with higher occupational level will increase the success rate.

In Bauwen's study inmates seem to be "super optimistic" about their future, when in prison. Bauwens stress the importance of social capital to reduce re-entry barriers. Social capital can have *bonding, bridging* and *linking* functions.

Reputation is another important barrier to overcome. Today your on-line legacy can be hard to erase. The right to be forgotten is hard to defend. But there are ways to strengthen reputation:

- Recommendation letters
- Certificates
- Improving family relations
- Strengthening personal networks
- Start early in prison
- Coordinate the support
- Invest in transition and positive psychology

Q&A

Q: Regarding recommendation letters. May there be a risk of publishing those online, disclosing that the person has been in prison?

A: Inmates often forget to ask about these letters. We need to give them letters on spot, before release. Publishing online might be beneficial but also risky.

Q: Adapting to reality. The prisoners need to touch the ground, so to speak. Some inmates have very unrealistic goals. How do we strengthen the character of the inmates?

A: I agree on this. It needs to be done in a structured and organised way.

Q: Maybe an independent body should write the certificates, not the prison service?

A: At least somebody with credibility should write the certificates, the prison governor or somebody on the outside.

Q: You say that 30 prisoners were selected for this study but only 12 were interviewed.

A: That was because of strict inclusion criteria. The long term follow up period made several informants drop out of the study.

Q: Did you in any way measure the level of satisfaction?

A: Yes, all of them appreciated the help from the prison service.

Challenging prisoners through education

James King, chair EuroPris expert group Education in Prison, Scottish Prison Service

The Scottish Prison Service has gone through a transformation regarding the operating code, from custody and order to change and rehabilitation. At the same time there has been a change in penal welfarism; in the 1960's and 70's there was a focus on social factors and in the 1980's and 90's

there was a penal orientation also focusing more on individual shortcomings, for example illiteracy.

Today there is a strong focus on drugs and alcohol as well as mental health issues. These need to be handled before putting efforts in education and vocational training.

In Scottish prisons the education paradigm is based on development of the whole person, not just reading abilities etc. It is a human rights approach where arts and creative work can inspire to further studies and training by challenging the individual, his/her objectives, self-perception etc. Therefore we do opera, singing, magazines, dog programs and video production. It is an arts approach to education to increase the level of engagement.

Q&A

Q: How do you get the guards to have a positive attitude to these activities?

A: It is an asset based approach. Officers themselves work with the rehabilitation and they even follow them for 12 weeks after release! This program has showed a 74 percent reduction of reoffending. Following the change in the operational code there has been a re-training program of officers. *Offenders* are now called *prisoners* for example.

Q: Do you train the prisoners in being good citizens? We do that (in Israel).

A: We use a critical education approach. Teachers are seen as facilitators or mentors for a constructive dialogue. Prisoners are not seen as a *knowledge bank*. We challenge the lens through which we view the prisoners.

Training and employment supports provided to prisoners in Ireland

Kieran Moylan, Care and Rehabilitation Unit, Irish Prison Service

In Ireland, 25 percent of the prisoners are in workshops weekly. They do woodwork, bike repairs, laundry, catering etc. Due to economic austerity the staffing level in Irish prisons is low, especially in the workshops. A new program, GATE, gains access to training and employment for prisoners. It is done in collaboration with an NGO and is financed by the IPS.

A new indicator has been created, progression readiness indicator (PRI) and IPS has identified an ideal guidance process. Still there are a number of constraints; shifting motivation, prisoners are transferred etc. Individual targets are set for each prison officer. The workload is about 45 clients/officer.

Q&A

Q: How is profiling being done?

A: Computerized assessment is used nationwide for education. For work training there is no nationwide system yet, but it is under construction.

Q: How do you cope with highly competent/very productive prisoners?

A: We call them "trustees" and they sometimes are hard to release because they are working very well. The solution is structured sentence planning based on clients' needs and not the service's needs.

Q: Work might be more motivating than education (because of differing incentives). How do you handle that?

A: That is rather a capacity problem than a motivational problem. We have waiting lists today for education programs.

ESF project: Education for integration on labor market and social reintegration

Simona Zagorc, Slovenian Prison Service

Slovenia has 1339 inmates. Prisons are now overcrowded and there is a lack of activities for inmates. Assessments are made the first month, but there is no review along the sentence. Treatment is offered those who need it.

This European Social Fund project intends to involve local companies into training and production. A prison product line is created to promote positive stories about successful reintegration.

Q&A

Q: What is the plan of sustainability after the project?

A: There is no insurance that SPS will be able to provide these services after the project. The assessment model will thus be permanent.

Q: Who is going to implement all this that the project promise?

A: There is no funding for that at the moment. We hope that ESF will prolong their financial support.

Certified skills learning and reintegration to real jobs

Eric Bouwsma, Program manager In-Made / Ex-Made, Dutch Custodial Institutions Agency

Dutch franchise model of prison labour, In-Made and Ex-Made. This business is run as close as a regular company as possible. Activities are organised “backwards” starting with job demand. Prison production is then designed from that knowledge.

Prisoners are contracted and trained as any employee.

There is a large proportion of short term sentences (3-6 months), this is a big challenge because the time frame is extremely short.

Q&A

Q: Isn't it mandatory for Dutch prison service to provide work for all inmates?

A: We have the goal to provide 20 hrs/week for all inmates. Budget cuts restricts the possibility to provide work.

Q: How do you do the privatizing (finding entrepreneurs)?

A: We use public tender, based on the maximum payment and level of social integration.

Day 2

Short presentations of best practices from seven Prison Services and feedback session.

Moderator Kirsten Hawlitschek, Executive Director EuroPris

Prison Apprenticeship Pathway

Rachael Reynolds, Head of employment, Ministry of Justice, England & Wales:

Not any job will do. How to reach high quality skills to improve the options on the labour market?

Feedback: There is some kind of comfort in hearing that there is no massive success in other countries. Some countries suffer from competition between vocational training and prison work depending on the salary.

Individual support is important. Control measures from prison services regarding sobriety etc. reduce the (perceived) risk among employers and make them more confident. Mixed results for tax incentives and supported employment. Is money really an issue for (serious) employers?

The evolution of vocational trainings and classes in prison – Differences between the old and the new Belgian prisons

Marie De Pauw, Belgian Prison Service:

The old and the new prison. What are the pros and cons with older and newer prisons?

Feedback: Not just the age of the prison matter. So does the size. New prisons can be challenging for staff because they are not used to the space. Albeit contradictory, creativity can be inhibited in new prisons because all areas are designated to certain activities. We need to keep creativity also in new prisons!

ESF project: integration of former offenders in society and employment market

Jānis Nicmanis, Latvian Prison Service:

Gender issues. Vocational training to be tailor/seamstress is heavily gendered. It is viewed as a female job after release. But it is a skill that can be easily practiced in prison.

Feedback: Programs should preferably be compatible with different regimes and be able to start in prison and be finalized in probation.

Certified vocational training & intervention model for competences

Gerard Estalella, Head of training, and Silvia Gaset, Job development, Catalanian Prison Service:

A new concept of vocational training is presented.

Feedback: Individual sentence planning is crucial. About 1000 contracts are signed yearly in Catalonia through this new concept. The intervention is primarily offered to inmates with more than two years to release.

A good foundation – important for both, buildings and humans

Peter Larsen, Danish Prison and Probation Service:

The analogy and meaning of the word *foundation*. Larsen presents a new project in the construction sector. Partners are Danish Construction Association, Danish Foundation for Safety, Prison and Probation Service and the NGO High Five.

Feedback: How to achieve an integrated vision with so many partners? The project management is at the Prison and Probation Service. Family members are also included as partners on the individual level.

Resocialisation of prisoners – A Luxembourgish perspective

Jean Christian Meyer, Deputy Director Centre pénitentiaire de Givenich, Luxembourg

Meyer gives a description of the conditions and operations of the Luxembourg prison service.

Luxembourg has a staff/inmate ratio of 1/1.

Feedback: There is a need to teach inmates how to approach the labour market. The Extra Muros project is a halfway house outside the walls functioning as a self-managed bridge to a normal life.

From prison work to social reintegration: a model of intervention

Immacolata Cecconi, Director of the Office for Prisoners' treatment, Department of Penitentiary Administration, Italy

Prison salaries are relatively high in Italy, between 4-8 Euro/hour depending on the work. Italian prison service cooperate with companies and social enterprises. A system oriented measure is the creation of regional job placement committees.

Local companies get benefits from working with prisoners, for example free use of premises and space in prisons. There are also financial incentives to recruit prisoners 18-24 months after release.

Q&A

Q: Italian prisoners produce wine and beer. What about the drug history of these clients?

A: Obviously we control that. Health certificates are needed to work in these positions.

Q: What is the daily routine for Italian prisoners who are working?

A: They work 2-3 hours per day. Then they have other tasks, visits etc.

Q: What is the success rate?

A: There is no data on recidivism for these measures. Some studies have been done, it seems like specialized professions have a higher success rate in the long run.

Q: Can the inmates keep their entire salary?

A: They pay for food, housing etc. up to 2/3 of the outside costs. Money is drawn from their accounts.

Q: Have you ever been sued for not providing work? The coverage is 23 percent of all prisoners.

A: More prisoners are involved than these 23 percent. 23 percent is the rate based on full time work. Inmates share tasks and positions.

Roadmap: Prison based rehabilitation programmes

Muriel Jourdan-Ethvignot, UNODC, Vienna

UNODC has created a roadmap for prison based rehab programmes. This includes a handbook on prison work. The main themes are:

1. Assessment of the situation
2. Educational programmes in prison
3. Programmes for vocational training
4. Work programmes in prison
5. Monitoring and evaluation of programmes

There has also been an initiative to create an international brand of prison products.

Moderated discussion

Moderators: Hans Meurisse & Aline Bauwens

Panel: Anne Dahl, Toril Holsvik Hoyem, Torbjorn Eriksen, Norwegian Correctional Service

Jorge Monteiro, Directorate General of Reintegration and Prison Services

Peter Larsen, Danish Prison and Probation Service

Statements discussed

- Inmates should be obliged to activity.
- Each inmate should work, the content is not relevant. The aim is to develop a working attitude.
- Inmates cannot make a lot of money with their work; their work and income should be a support for the victims.
- How can we bring bottleneck jobs into prison?
- First we need to search for talents of inmates and then find work that fits. Profit is less important.
- Prison work – who is in charge? Local prison management or initiatives taken by actors from outside the prison?

Quotes from the discussion

“Rich learning environment”

“Importance of work content needs to be seen as a continuum”

“We need the private companies”

“Historically teaching was based on the profile of the teacher. Now we look at the individual, what he knows and his competencies”

Closing

Kirsten Hawlitschek, Executive Director EuroPris

We see some new developments in the field of prison work. Reintegration is now in focus. Strength based approaches are being developed, as are different business models to get production integrated in society.

There are still challenges to be met, for example training and attitudes of staff and how to meet the needs of short term prisoners.