

Recruiting Prison Staff in Lower Saxony, Germany



**Bildungsinstitut des
niedersächsischen Justizvollzuges**

Testcomponents

▶ Part 1

- first day in the recruiting prison,
preliminary test

▶ Part 2

- testing in the Training Center in Wolfenbüttel
basic suitability

▶ Part 3

- interview in the recruiting prison
final decision

Part 1: In the recruiting prison

- ▶ standardized spelling check (complete text)
- ▶ fitness test

	Karl, 28	Karin, 28
100m sprint	16,4 s	19,7
standing long jump	1,96m	1,57m
bob run	30s	33s
Pushups	10 in 60s	7 in 60s
long distance run 3000m	17:50	22:15

Part 1: In the recruiting prison

- ▶ standards and material is given by the Training Center Wolfenbüttel
- ▶ running folder for each applicant (→ results, special competences, behavioral observations)

Part 2: Basic suitability in the Training Center Wolfenbüttel

▶ written tests

- intelligence (WIT-2)
 - cut-off, exclusion criterion
- text sample (expression, syntax, orthography)
 - exclusion criterion

Part 2: Basic suitability in the Training Center Wolfenbüttel

Determine personal and social competences

- ▶ **Simulation exercises** (exclusion criterion)

Conflict Roleplay	Situation analysis (interview form)
Assertiveness	Assertiveness
Communication skills	Empathy
Conflict resolution skills	Attitude to the profession
Cooperation / Team ability	Cooperation / Team ability

Part 2: Basic suitability in the Training Center Wolfenbüttel

- ▶ average rating personal and social competences cut off: 3,5
 - observation and rating of each simulation by an expert of the training center and a trained participant of the recruiting prison
 - The suitability of part 2 is valid for each prison in Lower Saxony

Part 3: Recruiting prison

final Interview in the recruiting prison
based on

- application documents
- the test results and
- behavioural observations during the testing

Problems

Spelling

Attractiveness
of the job

Higher
expectations in
social skills



Plans

Online Testing

Participating in job fairs;
Promotional film

Investing more in the training



Thank you for listening



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