

**Education and Training for values driven work - Future concepts**  
**Workshop Staff Training and Development**  
**Netherlands, 10-11 December 2013**

**Goal and topics of the workshop**

The goal of the workshop is to conduct intensive discussions of practitioners from the prison and probation sector on selected topics and in small working groups. The concept of small working groups has been chosen in order to have a practical approach enabling the participants to actively engage in concrete discussions and formulate specific recommendations and outcomes. In each working group a moderator will guide the discussion and lead the group to the formulation of recommendations.

The following five topics have been selected for the workshop:

- 1) Selection and Training
  - a. Selection of staff for different levels
  - b. Competences that the recruiters should look for
  - c. How to select and where does selection end
  - d. Where do selection and training come together
  - e. Development of a best practice model
- 2) Burn out and Resilience
  - a. How to use the outcomes of the SPORE project
  - b. Develop recommendations for the training institutes
- 3) E-learning / IT
  - a. How effective is the use if IT
  - b. Develop recommendations for effective use of IT
  - c. Why is it important to use IT from a didactical point of view
  - d. Explore future opportunities
- 4) Quality Assurance / Quality measuring
  - a. How to evaluate programs and products
  - b. How to determine if training programs contribute to increased competence of staff
  - c. How can be measured that the professional level of a person is improved
  - d. How to measure the training value for the organisation
- 5) Motivation
  - a. How to motivate professionals to lifelong learning processes
  - b. How to motivate for self-guided learning
  - c. Address issue such as student centered education, individual responsibility and learning culture

## Agenda

### Workshop Staff Training and Development Amersfoort, Netherlands, 10-11 December 2013

#### EDUCATION AND TRAINING FOR VALUES DRIVEN WORK - FUTURE CONCEPTS

#### 10 December 2013

|             |   |  |
|-------------|---|--|
| 09:00-09:15 | Opening and welcome, CEP and EuroPris<br>Introduction to the workshop | Willem van der Brugge<br>Kirsten Hawlitschek                             |
| 09:15-09:35 | Presentation on Burnout prevention / Resilience                       | Bas Vogelvang  |
| 09:35-11:00 | 3 breakout working groups on Burnout prevention / Resilience          | Moderators: Bas<br>Vogelvang, Willem van<br>der Brugge, Anneke<br>Menger |
| 11:00-11:20 | Presentation on Selection and Training                                | Probation Service<br>France Prison Service<br>Slovenia                   |
| 11:20-12:45 | 3 breakout working groups on Selection and Training                   | Moderators: 2<br>presenters + Kirsten<br>Hawlitschek                     |
| 12:45-13:30 | Lunch   |  |
| 13:30-13:50 | Presentation on E-learning / IT                                       | Prison Service Scotland  |
| 13:50-15:15 | 3 breakout working groups on E-learning / IT                          | Moderators: 2<br>presenters + Bas<br>Vogelvang + Anneke<br>Menger        |
| 15:15-15:30 | Coffee break  |  |
| 15:30-15:50 | Presentation on Quality Assurance / Measuring                         | Norwegian Prison<br>Service Latvian<br>Probation Service                 |
| 15:50-17:15 | 3 breakout working groups on Quality Assurance / Measuring            | Moderators: 2<br>presenters + Anneke<br>Menger                           |
| 19:00       | Joint dinner  |  |

#### 11 December 2013

|             |   |  |
|-------------|---|--|
| 09:00-09:30 | Presentation on Motivation                                  | Probation and Prison<br>Service Netherlands              |
| 09:30-11:00 | 3 breakout working groups on Motivation                     | Moderators: 2<br>presenters + Kirsten<br>Hawlitschek     |
| 11:00-11:30 | Coffee break  | All Moderated  |
| 11:30-12:15 | 5 working groups present their recommendations and outcomes | Plenary Moderated by<br>Anneke Menger                    |
| 12:15-12:45 | Final discussion and planning of future actions             | Moderated by Anneke<br>Menger / Willem van<br>der Brugge |
| 12:45-14:00 | Closing of the workshop and lunch                           | Willem van der Brugge                                    |