



LESSONS LEARNED No.1

The ExOCOP Network
European Good Practice
The Berlin Declaration

ExOCOP

BERLIN POLICY FORUM
18-19 June, 2012

Permanent Representation of the
Land of Bremen to the German
Federal Government

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Lessons Learned No. 1

The Ex-OCoP Learning Network

1. NETWORK DESCRIPTION

Created within the Learning Network Programme of the European Commission, DG Employment and Social Affairs, ExOCoP's particular focus on the re-integration of ex-prisoners and ex-offenders. Over three years, the network undertook to create and foster a community of partners involved in the work with offenders, to organise the exchange of knowledge and experience between the partners and to formulate recommendations for re-integration processes. We outline our work and subsequent recommendations here.

1.1 Background and Aims

The ExOCoP project set itself the task of extending and further developing a European learning network, focussing on the exchange, transfer and standardisation of expertise (in terms of knowledge, experience, concepts, forms of organisations, and so on) amongst participating Member States.

The network aimed to recognise the importance of strategies and actions to promote active labour market policies for vulnerable groups, and to implement the renewed Lisbon strategy and social policy agenda. This aim developed into a joint strategy to improve the conditions necessary for the successful vocational and social reintegration of ex-offenders at regional, national and European level. Approaches had to be developed that could work on different aspects, that could include support structures, labour market conditions and legal contexts. These approaches had to take into account differences between young and adult, male and female ex-prisoners and ex-offenders (see European Parliament resolution 2007/2116(INI)). Relevant political initiatives, administrative measures and the availability of support structures and methods had to be identified and supported.

The context and focus of the ExOCoP has been to develop and improve successful strategies for the reintegration of ex-prisoners and ex-offenders. In view of Europe's already high - and in some countries still rising - numbers of prisoners, and the correspondingly high reoffending rate, coupled with the high unemployment rate, action across Member States is essential.

Ex-offenders and prisoners are defined by a high degree of social exclusion: Their opportunity for reintegration is already severely limited not only by their criminal record but also by poor education, lack of qualifications and employment history, but also by health, addiction and migrancy, as well as a range of other problem areas common to people who have had contact with the criminal justice system.

It is therefore imperative to develop a coherent European reintegration strategy for ex-offenders which will need to encompass crime prevention and reduce re-offending whilst also addressing the social integration of ex-offenders into the labour market and the community. Another part of this strategy is to integrate the gender dimension into the network activities and into the European Social Funds (ESF), the main financing tool of the EU's employment and inclusion policies. The ESF has been and still is the most important funding agency for innovations in the field of prison education and resettlement.

Structures and strategies focusing on the politics of reintegration were developed in the context of both EQUAL funding periods (ESF 2002 – 2007), at operational and programme level in the field of Employment, Training and Education (ETE) in the penal system. This created the space where initial principles could be developed and assessed. A European Mainstreaming Initiative involving certain ESF Authorities or National Support Structures during the last funding period produced a policy forum on the penal system, which representatives of both the justice and labour sector attended. EQUAL also developed the NEON networks or the Thematic Networks, which led to transnational networking.

The ExOCoP learning network was created in order to carry forward and expand the debate on the relevant political and support strategies necessary for the reintegration of offenders. Transfer of strategies, initiatives and methods,

of learning processes based on experiences and good practice examples, as well as the standardisation of knowledge are the central tasks of this network which will be extended further. Knowledge transfer must take place on a European Level.

Changes in the prison system, especially the implementation of labour market orientation, have been strongly established by the EMPLOYMENT and EQUAL Community Initiatives. New structures on qualification have been implemented on an operational level and there have been changes in prison work. At the same time, this development has been taken into account by prison administrations as well as by decision makers. A discourse has been started between practitioners, experts and decision makers on strategies for the vocational resettlement of ex-prisoners. By the creation of National Thematic Networks and NEONs, policies and measures have been spread. These developments led to a Policy Forum and to a draft set of (EQUAL) Recommendations for Resettlement.¹ There is also another development in the field: the first co-operations between states or regions on the topic of resettlement such as the Northern States Alliance, in Germany. There is a consensus that change can only happen as a result of concerted actions led by regional, national or transnational networks. The impetus for a network on resettlement has been established, on the part of the practitioners as well as on the part of decision makers and stakeholders. The network aims at enhancing and promoting this development.

In order to ensure a successful outcome for the project, close collaboration with decision makers and stakeholders in the fields of justice, labour, education, as well as with Third Sector representatives (for example equality bodies or NGOs) are essential. This European network also aims to ensure that the ESF is applied in a way which makes best use of the available resources in order to reintegrate prisoners and ex-offenders, and to facilitate the social resettlement of this particularly disadvantaged group.

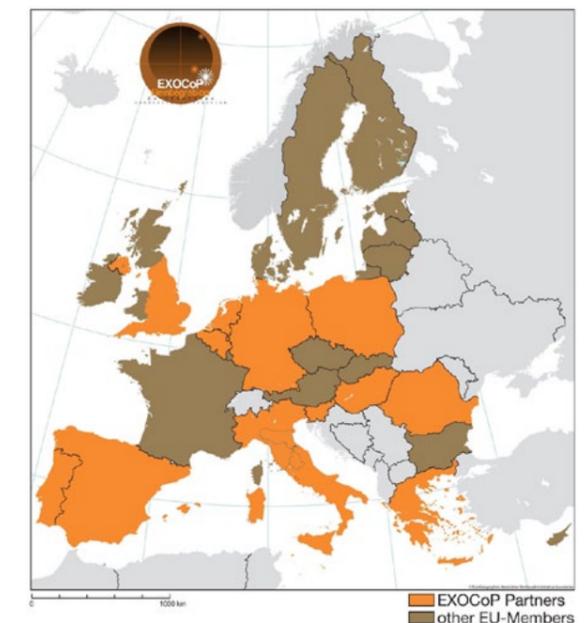
1.2 The network partners

ExOCoP was created on the basis of co-operation with long-term partners as well as the engagement of new ones. Since the very beginning of the network, all partners have been included. Every

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(1) http://ec.europa.eu/employment_social/equal/data/document/0707-recomoff.pdf

partner, whether named in the original application or not, signed the Letter of Commitment and/or the Memorandum of Understanding. Regardless of if they were ESF Managing Authority, Justice Department or NGO, it was important that signed and everyone was included in the decision making of the network. Further negotiations took place with Departments of Education to take part in the network as well.

The network has operated a policy of inclusion, bringing in relevant partners from all areas, so there are now more partners in the network than at the time of application. Enlarged scope was given to partners signing the application; at the end of the preparation phase, 40 partners have signed the Memorandum of Understanding and/or Letter of Intent, coming from 13 European Countries (Belgium, England, Hungary, Italy, Poland, Portugal, Romania, Spain, The Netherlands, Northern Ireland, Germany, Greece and Slovenia). ESF Managing Authorities (in Italy coming from the regions Emilia Romagna, Lazio, Lombardia and Toscana) as well as Justice Administrations (In Germany also from the regions Schleswig-Holstein, Hessen, Berlin, Bremen, Rhineland-Palatinate and Saarland) also participate.



From the beginning, inclusion of the European Professional Organisations as partners in the network was deemed essential. The following institutions are part of the network:

EOEF - European Offender Employment Forum²

EPRF - European Prison Regime Forum

ICPA - International Correctional & Prison Association³

EPEA - European Prison Education Association⁴

CEP - European Probation Conference⁵

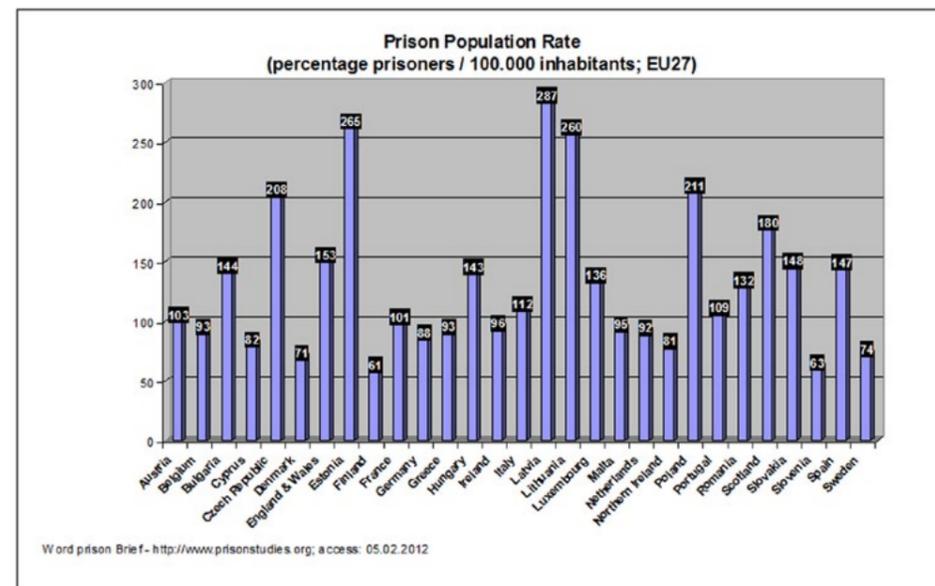
OIJJ - International Observatory on Juvenile Justice⁶

EFK - Europäisches Forum für angewandte Kriminalpolitik⁷

EuroPris – The European Organisation of Prison and Correctional Services⁸

Other institutions representing the state of affairs in the field of ETE are also involved and they give relevant statements. Further involved are European Umbrella NGOs coming from the field of work with offenders.

ExOCOP consequently represents nearly 75% of the prison population in the EU27. The need for a common policy is not only based on comparable problems for education and training in prisons, to find work for prisoners, but also to find a common strategy for a European Crime Policy. Until now, there are strong differences in all countries in the EU27, which can be shown in the average prison population rate in these countries.



ExOCOP brings ministerial and intermediate bodies to cooperate directly with leading European-based professional organisations. The network brings 40+ partners from ESF authorities, the criminal justice system, NGO's and European ETE organisations face-to-face under one roof. The work plan focuses primarily on how interventions in Entry, ETE and Aftercare could address re-offending, both in prison and outside.

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(2) See: <http://www.eoef.org>

(3) See: <http://www.icpa.ca>

(4) See: <http://www.epea.org>

(5) See: <http://www.cep-probation.org>

(6) <http://www.oijj.org>

(7) <http://www.europaforum-kriminalpolitik.org>

(8) <http://europris.org>

1.3. Areas of Work

The network set out to develop a common and shared view on good practice measures and materials, and to formulate and disseminate reintegration strategies. To implement these topics, the following areas of work had been defined by the network:

- The evaluation of reintegration strategies;
- The identification and dissemination of good practice, where already in place;
- Proposals and recommendations for reintegration strategies;
- The transfer of methods and good practice initiatives which support learning between partners (in terms of practice, experiences and tools);
- Experience and results to be developed and presented;
- Evaluation and validation of the strategies developed and used by the ExOCOP;
- Transfer and dissemination through access to other networks linked to the ExOCOP.

Methods

The ExOCOP learning network worked on all themes relevant to social integration, employment and resettlement of ex-offenders, in order to establish a common knowledge and learning baseline. Knowledge has been gathered and exchanged, 'owned' and transferred. Projects to date, and in particular EQUAL projects, demonstrated that reintegration strategies will need to take account of the following:

- Assessment of need and risk;
- Education, training and employment in custody (development of employability skills and qualifications);
- Work experience, accreditation and qualifications in custody linked to information, advice and guidance services, and employer links;
- On release from custody, immediate access to employment and training opportunities, and qualification routes;
- A well-structured and supported transition from custody to community;
- Post-release aftercare to ensure that all issues

which might otherwise interfere with an ex-offender's resettlement are being addressed;

- Signposting to support agencies in order to access specific expertise, and remove barriers to reintegration; and, as a transversal issue,
- the gender dimension of all aspects of reintegration mentioned above.

The learning network is committed to further develop these jointly developed and recognised principles, and to disseminate them more widely in the political and administrative arena.

Based on the specific expertise of the participating Member States, knowledge of good practice, concepts and strategies have been exchanged, and the focus lies on the following three areas, which are key to preparing offenders for a successful reintegration process :

- Entry/Entrance – diagnosis, and assessment and sentence planing
- Education, training and employment (ETE) in custody
- Aftercare/transition management/through the gate services

These areas have been further refined into specific themes (see below).

Issues, structures and procedures which make a difference for young female and male offenders, women offenders, and those from migrant communities, i.e. approaches or good practice examples in terms of positive actions and gender mainstreaming or diversity approaches had also to be taken into account. The gender mainstreaming approach has been considered and implemented in all network activities. All tasks have been conducted on the basis of a gender impact assessment.

A central task for the Ex-OCOP network is to develop a common and shared methodology for standardisation. This means developing and identifying specific criteria which can be used to evaluate the relevant actions and contributions of the individual Member States. At the same time, work undertaken by the learning network has been represented in the form of guidelines, proposals and recommendations.

Implementation strategies

In the preparatory phase of the network, a range of learning strategies were developed and implemented, and ways of teaching and exchange knowledge have been disseminated. All partners contributed and collaborated in the transfer of learning through:

- Exchange and transfer of knowledge at conferences/seminars/workshops;
- Supporting learning through face to face contact;
- Transfer and dissemination of experiences, results and materials using Ex-OCOP's web based knowledge management system (IT-Platform) www.exocop.eu.

Additionally, two sub-projects were implemented: An evaluation network (Section 3.1, page 18ff) and a knowledge management system (Section 3.2, page 22ff). This included the drawing up of standards in the context of evaluation, as well as a qualified transfer of information in the context of knowledge management. Direct collaboration between evaluation and knowledge management are essential to develop criteria for quality and quality assurance in the transfer of knowledge (see below).

In addition, a 'knowledge pool' was established to gather and collate the learning and results of all the partner countries. In order to facilitate this task, the knowledge management system will be implemented in all the partner countries as an ongoing project. The challenge will be to make it accessible to all partners, and to encourage active participation and contributions by partners from all sectors such as the labour market, ministries, the justice sector and NGOs.

Learning Strategies

To implement the goals of the network direct methods of knowledge gathering and dissemination were proposed and agreed upon: Face to face learning strategy for the learning network took place on three levels:

At workshop events experts (practitioners) discuss specific topics and exchange knowledge on current developments, but also considered aspects of standardisation.

The experts presented their findings and conclusions at seminars attended by other experts as well as practitioners and stakeholders, where they were subject to further analysis. Here, the policy dimension

is of importance: questions of possible implementation, funding as well as administrative questions have to be discussed by key decision makers. The original findings and conclusions were then reworked in the light of the discussion which had taken place at the seminar.

At the final Policy Forum, all recommendations and results are presented, as well as the dissemination of good practice, mainstreaming of guidelines and recommendations.

The organisation of knowledge transfer and the learning strategy is based on a bottom-up top-down approach: Bringing together experiences and evaluations of practitioners together with the experts for administration and policies, responsible for the implementation of the resettlement process. That way, the conclusions are based on practical aspects, needs and experiences. And the conclusions have been evaluated on basis of administrative and policy dimensions.

At the same time, the results, final findings and recommendations have been released on the network website and on exocop.org, the e-Portal knowledge management system and are accessible to the wider public to enable sharing of practice, evaluation and critical debate.

1.4 Implementation process: the organisation of the network and the work program

The Technical Secretariat of the ExOCoP network started its work the 1st of July 2009. Organisation, dissemination, instalment and maintenance of the web-site, communication with partners, support in the work of partners, producing the minutes of meetings, the financial implementation are the work-tasks of the Technical Secretariat.

The drafting and support of the guidelines for the workshops, seminars and reporting have been of some importance in the work of the Technical Secretariat.

For the cooperation with the partners as well as for the organisation of the network as a common goal and task a steering group has been created.

To secure the quality of the network implementation there has been continuous discussion with the partners and other organisations (including persons from the subproject Evaluation). Steering Group Meetings illustrate this ongoing collaborative work: These meetings do not only serve as information flow

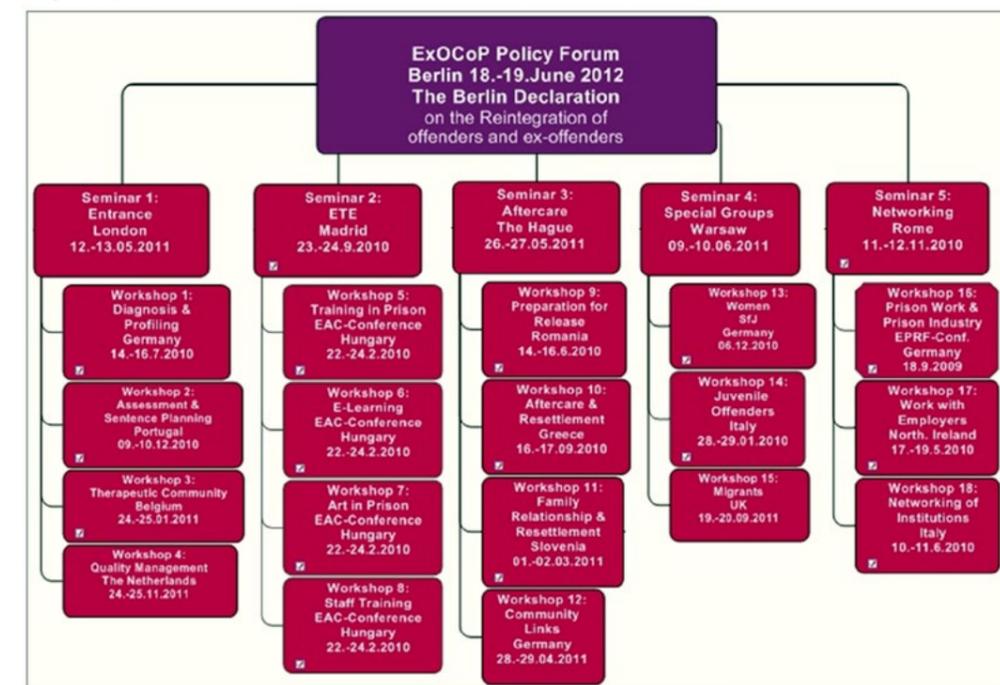
and for the solution of organisational questions, but they are also a good forum for the monitoring and the overall evaluation of the learning network by all partners.

Partners, together with the Technical Secretariat, monitor the implementation of the work plan and solved upcoming problems (via phone, e-mail). Each partner and the Technical Secretariat took care to find experts for the workshops, to send experts to the workshops and that the results of the workshops and the seminars are formulated in time. The production of the Learned Lessons has been another milestone of the learning network.

In its Kick-Off Meeting in Bremen (28th and 29th of May 2009) the ExOCoP Network formulated the workplan for the project. It was decided to carry out 18 workshops and 5 seminars for the transfer of knowledge and for the preparation of the final Policy Forum in Berlin.

Since then, the work plan has been fully implemented, and two additional workshops have even taken place.

WORK PLAN:



The specific topic of every workshop represented a different dimension of the offenders pathway towards resettlement and reintegration.

WS 1: Diagnosis and assessment (Germany, July 2010)

The workshop discussed concepts of diagnosis and assessment, how they can be implemented and especially be used for the job placement of ex-offenders. Work-related competencies

WS 2: Sentence planning (Portugal, December 2010)

The use of information gathered in the entry phase for the further course of the prison stay has been the topic of this workshop. Different forms from different countries have been presented.

WS 3: Therapeutic Communities (Belgium, January 2011)

The special organisation of the prison ward and therapy group focussing on the role of the support of peers and the role of the climate between staff and clients have been discussed under the topic 'therapeutic community'.

WS 4: Quality Management (The Netherlands, November 2011)

The task of implementing Quality Management Systems in the prison system and in probation have been discussed, as well as ways of implementation. The role of evaluation in this process has been assessed.

WS 5: Training in Prison (Hungary, February 2010)

One of the most important strategies in the resettlement process is the training of especially vocational qualification. Topics are: labour market orientation, same training inside and outside prison, questions of certification, the creation of new qualifications in prisons and others.

WS 6: E-Learning (Hungary, February 2010)⁹

E-learning as a new culture competency has been introduced also into prison. The different approaches have been presented, learning software evaluated, questions of security discussed as well as the need of staff training for implementation.

WS 7: Art in Prison (Hungary, February 2010)

One way of doing prison education not to be done in formal training is to offer art in prison. As a way of informal learning it helps to develop competencies as well as self esteem. It is also a way of empowerment. Different offers and their implementation have been presented.

WS 8: Staff Training (Hungary, February 2010)

To successfully implement new strategies of educational and vocational measures it is of utmost importance to train staff. Approaches and strategies have been the topic of this workshop.

WS 9: Preparation for Release (Romania, June 2010)

To organise a smooth transition from prison into liberty, there has to be ways of preparing the inmates for release. Strategies and organisation of this process have been presented.

WS 10: Aftercare and Resettlement (Greece, September 2010)

For a successful resettlement the necessity of an aftercare has been shown. The different approaches and ways of coaching and support in the time after release (and in the time of the transition from prison to

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(9) A second workshop on this topic took place in Ghent, Belgium, in October 2010.

liberty) have been the topic of this workshop.

WS 11: Family Relationship and Resettlement (Slovenia, March 2011)

For a successful aftercare the involvement of the family can be an utmost support. The relationship with the family has to be renewed, ways of contact in prison-time to be organised. One special aspect is the role of children of (ex) prisoners.

WS 12: Community Links (Germany, April 2011)

After release, the ex-prisoner goes back into his community. The way the community supports his reintegration can be an hindress of a big help. There is a requirement for a stronger involvement of all civic institutions and the community to support the resettlement process.

WS 13: Women (Germany, December 2010)

The special situation of women, in prison and after release, has been the topic of this workshop.

WS 14: Juvenile Offenders (Italy, January 2010)

The special requirements for youth, their different needs and the policies in reaction to youth offending have been discussed.

WS 15: Migrants (UK, September 2011)

All over Europe there is a huge amount of migrants in prison. Their special situation has to be taken into account.

WS 16: Prison Work and Prison Industries (Germany, September 2009)¹⁰

Qualification in prison is only one aspect of vocational integration. The other one is work (in and outside prison). Question of organising work in prison, the involvement of external enterprises, market orientation as well as the relation and combining from vocational training and work in prison have been discussed.

WS 17: Work with Employers (Northern Ireland, May 2010)

To be able to offer work to ex-offenders there is a need to motivate and to involve employers into this process. Ways of organising the engagement of employers, to motivate them to hire ex-offenders and to coach ex-

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(10) A further workshop on this topic took place in Newbold, England, in May 2011. The special focus was on the involvement of big enterprises in cooperation with prison industry.

inmates, when they are in work, have been presented.

WS 18: Networking of Institutions (Italy, June 2010)

In the process of resettlement, there has to be a cooperation between the different institutions involved. Justice, labour market actors, labour agencies, have to work together for good results.

The experts attending the workshops had to grapple with the challenges posed by the differences between the participating Member States, their different cultural and legal systems, organisational structures, different understanding of support requirements. They needed to facilitate transnational discussion in a way which allowed comparisons to be made and the transfer of knowledge to be explored. Criteria for identifying good practice and thereby for identifying what works, had to be assessed to allow standardisation and the production of Common Standards.

Twenty workshops and five seminars have now taken place, picking apart particular components of re-offending and led by experts in the field. The themed workshops were very much open forums, where partners brought experiences, good practice and results to the table, discussing these issues as peers. Participants in each workshop then collaborated to extrapolate various recommendations, designed to inform policy and practice in this specific area. These recommendations have been discussed and evaluated in depth by a range of experts and policy developers at one of five concluding seminars.

The topical range from Entry (diagnosis etc.) to Prison Education to Aftercare as well as selected topics have been the topics of the workshops, representing the course and the range of diverse aspects and dimensions of the resettlement process.

See the reports of all Workshops: Lessons Learned 2: The Workshop Reports.

The workshops gave input to topical related seminars to be evaluated in light of policy, administrative organisation and financing. That way, expert input, administrative realization and political appraisal had to be negotiate. This led to the formulation of recommendations concerning the subject of the seminar.

S 1: Entrance (London, UK; May 2011)

S 2: Education, Training and Employment (ETE) (Madrid, Spain; September 2010)

S 3: Aftercare (The Hague, The Netherlands; May 2011)

S 4: Special Groups (Warsaw, Poland; June 2011)

S 5: Networking of institutions (Rome, Italy; November 2010)

See the reports of all Seminars: Lessons Learned 3: The Seminar Reports.

All the papers and especially the minutes and the reports of the workshops have been put on the website <http://www.exocop.eu>. The reports can be publicly viewed, whereas internal must be requested to view workshop minutes and presentations.

The workplan has been implemented by partners in cooperation with the Technical Secretariat of ExCoP. Most workshops and seminars used English as the meeting language. More than 350 people attended workshops and more than 250 in the Seminars. The background of the participants varied greatly: ESF Managing Authorities, Prison Administration, NGOs, prison staff, scientists, policy makers and other interested parties.

Not only did workshops and seminars produce results in the form of minutes, reports and recommendations, they also facilitated new contacts, which created new projects within and between (new) partners. In particular, the youth and prison work workshops, where ongoing collaborations were formed. Later on, study visits were arranged between different partners in the learning network.

Successful networking was also evident on the policy level, especially in the co-operation with the European Commission Directorate Generals of Justice, Employment and Education. Further applications have been made, new cooperations implemented and these processes continue to evolve.

Such robust collaboration between all stakeholders guarantees ongoing mainstreaming and dissemination.

ExCoP has become fully involved in European discourses on resettlement of prisoners and ex-offenders, as can be seen by the network's participation in Conferences of European Professional Organisations:

this too constitutes another form of dissemination.

The results of the workshops and seminars are edited in Learned Lessons. All results are also disseminated by the ExOCOP knowledge management platform, and further spread by other network's platforms. The main mainstreaming and dissemination event is the Policy Forum in Berlin. Stakeholders, heads of administration and others take part in an indept discussion to formulate and decide upon recommendations for this field.

As the network progressed, strong co-operation developed between the relevant European Professional Stakeholder Organisations and ExOCOP: These organisations took part in the ExOCOP network on the seminar level and also contribute to the Policy Forum. The involvement of these organisations secures the quality of the network: they both contribute to finding and formulating the current resettlement situation, and they also add to the dissemination of results, strategies and policies and in formulating the recommendation concerned. That way, there has been an exchange with these other European Professional Stakeholder Organisations and Institutions via relevant European Conferences.

ExOCOP has co-ordinated and supported some of these conferences, by holding presentations and helping to disseminate the results of these events¹¹. A first major success was the cooperation with the DG Education and Culture in the organisation of the European conference on Prison Education "Pathways to Inclusion – Strengthening European Cooperation in Prison Education and Training"; 22nd to 24th February 2010 (http://ec.europa.eu/education/grundtvig/doc2047_en.htm). Here, more than 200 participants from 30 countries discussed questions of education, training and resettlement for prisoners.

How partners shoulder the burden of responsibility for ex-offenders differs according to each country's systems, policies and circumstances. What ExOCOP's recommendations aim to bring into focus, is a clear path for structural funding to make best use of available resources.

This may not be straightforward: the variety of issues to be addressed demands that dialogue and co-operation between all relevant stakeholders pre-empt any attempt to best facilitate the resettlement of this particularly disadvantaged group. Ever more clear, however, are the benefits which could be reaped from a structured, co-operative approach in terms of significant reduction of re-offending.

Over all, on the level of policy development, the network has been very successful in furthering the debate and strategies for the implementation of the resettlement topic: On a networking level, there is an enhancing co-operation of justice, employment and education on a regional, national as well as on transnational level as well as on a trans-governemental level, including the cooperation between the three Directorate General Justice, Employment and Education in the work of the organisation and implementation of the resettlement process (in prison, aftercare, education, employment).

On the level of European policy, there are contributions to the construction of a greenbook, initiated by the EC in the realm of the Stockholm Program. The Development of a green paper includes the proposal of a standardised education programme in European prisons as well as the further expansion of a European Learning Network including Justice, Education, Labour, Youth, ESF Ministries, NGOs etc.

Having finished all workshops and seminars, the steering group and all their linked agencies, authorities and departments of Justice, ESF Managing Authorities in the contributing partner countries started the discussion on the Berlin Declaration on the Reintegration of Offenders and Ex-Offenders. This is now finalised, is presented at the June

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(11) EPEA Protaras, Cyprus, 29.10 – 1.11. 2009 (the Hungarian partner gave a presentation on ExOCOP); ICPA 2009 Warwick, UK (the Romanian partner gave a presentation on ExOCOP); EOEf Berlin, Germany, 18.09.2009 (an ExOCOP-workshop has been implemented); European conference on Prison Education of the DG EAC "Pathways to Inclusion"; 22nd to 24th February 2010 (four ExOCOP-workshop has been implemented); EOEf Valencia, Spain, 15/16 April 2010; CEP Malaga, Spain, 28/29 May 2010; EPEA - 8th European Conference of Directors and Co-Ordinators of Prison Education, Lucerne, Switzerland 9th -12th September 2010 (Presentation together with DG EAC); EPRF Zagreb 14/15 September 2010; ICPA Conference Ghent, Belgium, 26 October 2010 (together with DG EAC; DG JUST, DG EMPL); International OIJ Conference in Rome, Italy, 8th-9th Nov. 2010; EOEf-Conference: Edingburgh 24/25 March 2011; participation at the Learning Network Seminars, organised by AEIDL in Brussels.

2012 Berlin Policy Forum alongside all the partners who support the document.

In 2011 preparation for the Berlin Policy Forum (scheduled February 2012) began. Due to extenuating circumstances, this event had to be postponed to June 2012.

The Berlin Policy Forum disseminates the core messages of the ExOCOP network. Based on the experiences and knowledge gathered in the workshop, seminars and other discussions, formulated in the **Berlin Declaration on the reintegration of offenders and ex-offenders**, future perspectives for the implementation, the fostering of the policy as well as future actions are discussed.

1.5 Implementation of the subprojects

Two sub-projects have evolved from the collaboration: the ExOCOP Wiki services the partner's knowledge management needs – with particular reference to prison industries and employment - and the Evaluation Project provides the network with information on reintegration strategy best practice.

Knowledge Management

The concept of the implementation of the knowledge management system had to changed in the course of the implementation. The original application was based on the assumption that the participating countries do not have an knowledge management system. But in the meantime other forms of systems have been developed. So the task of the subproject changes from implementation and coaching the system in the countries to the task of linking the existing systems together. The transfer of knowledge, relevant on the European level, has to be organised (on a content level as well as on a technical level).

See: <http://eu.exocop.org>;

A separate report on this sub-project appears later in this publication.

Evaluation

The goal of the subproject is to provide standards of evaluation, based on the former work in this field, be it for the evaluation work in projects, be it for the evaluation of project applications by the ESF Managing Authorities.

A separate report on this sub-project appears later in this publication.

2. General Assessment

The main success line of the learning network lies on the content level: The discussions on resettlement in the sense of a networking approach have been started and are actively ongoing. Networking between different institutions, cross-border and cross-departments is now seen as a necessity for a successful approach. This development and these discussions are starting on all levels involved in the learning network.

The work of the learning network led to a broader discussion of the topics. Concepts and strategies for resettlement are now understood in a better way. The concept of networking - no institution or department can manage resettlement alone - is more and more recognized and common strategies are being developed. The necessity of cooperation is progressively understood on all levels. Institutions can see themselves as one partner in an ongoing process, contributing to the process in their own kind. Rehabilitation is now seen as a process: Starting with diagnosis and assessment, going to education and qualification, to work experience in prison, the coached transfer into liberty and the ongoing process of integration is seen and understood more and more as the best method of rehabilitation. Partners see their contribution to the process as well as the whole pathway on different levels.

These different levels of future action are on:

The Actor-level: Prerequisites, training, to acquire skills and competencies, interventions to work on their multi-problem situation – with the goal of desistance and vocational and social integration.

The operational level: What has to be done to make the pathway possible? What structures and organisations are needed? What is needed at the level of the labour market, for aftercare? Do the legal frames fit the demands of this process?

The level of society: What does the community do to reintegrate ex-offenders? How is the help system, the social system, the labour market organised to support integration structures? Are all institutions as well as the civic society willing to support active inclusion?

Ex-Offenders Reintegration Map				
Level	Prerequisites	Methods / Interventions	Implementation	Goal
Actor	Motivation Skills Competencies Qualifications	new ways of learning educational and vocational training labour market oriented qualifications informal learning	after release: - housing - education / training - employment - finances - social networks - coaching	desistance vocational and social reintegration
operational	tests and procedures diagnosis assessment sentence planing therapeutic communities	job offers standards certificates quality management ETE e-learning Art in prison Staff training Prison work and industries	If necessary: Changes in Organisational structures Finances legal frame Preparation for release Aftercare Transition Management Family relationships Community Links Work with employers Networking of institutions	vocational and social reintegration resettlement
System/Society	awareness commitment to rehabilitation evidence-based procedures	Cooperation with all institutions outside the prison system - labour market agencies - employers, employment agencies, chambers of commerce - social services - probation system, offender help - voluntary sector - civic society	Policies - anti-stigma policies - anti-exclusion policies - community engagement - gender mainstreaming Special target groups - Women - Youth - Migrants	active inclusion

To implement this policy there are now co-operations on all levels involved (institutional, regional, national, European).

3. Dissemination:

THE LESSONS LEARNED

Lessons Learned 1 – The ExOCOP Network/ European Good Practice / Berlin Declaration on the Reintegration of Offenders and Ex-Offenders

Lessons Learned 2 – Report Workshops

Lessons Learned 3 – Report Seminars

Evaluation sub-project report

www.eu.exocop.org knowledge management of European prison organisations, people and projects

PUBLICATION:

Short Publications with reference on ExOCOP in German:

- Jürgen Hillmer: Von EU-Projekten zu Europäischen Netzwerken. Euro-pä-ische Projektförderung aus Sicht des Strafvollzugs und der Bewäh-rungs-hilfe. In: Harald Preusker, Bernd Maelicke, Christoph Flügge (Hrsg.): Das Gefängnis als Risiko-Unternehmen. Baden-Baden 2010, pp. 191-201

- Jürgen Hillmer; Ralf Bührs; Eduard Matt: Operative Projekte und transnationale Kooperatio-nen. Von Projektarbeit vor Ort zu einem europäischen Netzwerk zur strukturellen Verbesse-rung der beruflichen Resozialisierung von (Ex) Strafgefangenen und Straffälligen. In: Helmut Pollähne, Heino Stöver (Hrsg.): Komplemente. In Sachen: Kriminologie, Drogenhilfe, Psycho-therapie, Kriminalpolitik. Komplimente für Lorenz Böllinger. Münster 2010, pp. 217-225

ADDITIONAL INPUT/OUTPUT:

Jo Hawley: Prison education and training in Europe - a review and commentary of existing literature, analysis and evaluation. Directorate General for Education and Culture, European Commission. Ms. 6 May 2011

Updating of the Budapest Papers:

GRUNDTVIG AND LEONARDO DA VINCI: Analysis of Projects and Key Messages. Paper prepared by GHK, at the request of the European Commission, Directorate Generale for Education and Culture. Background paper for the Conference "Pathways to Inclusion", Budapest, 22-24 February 2010. Revised version January 2012.

GRUNDTVIG AND LEONARDO DA VINCI: Catalogue of Projects on Prison Education and Training. Paper prepared by GHK, at the request of the European Commission, Directorate Generale for Education and Culture. Background paper for the Conference "Pathways to Inclusion", Budapest, 22-24 February 2010. Revised version January 2012.

Further Literature:

McEvoy, Kieran: Enhancing Employability in prison and beyond: A Literature Review. Queen's University Belfast. Paper produced for NIACRO. Belfast 2008

Schuller, Tim: Crime and Lifelong Learning. Leicester 2009

Hayes, Jenny (ed.): KEYS - Working and Learning in European Prisons. Berlin 2011

See for the publications and documents: <http://www.exocop.eu>, documentation centre and <http://www.eu.exocop.org> for examples of European prison project good practice.

WWW.EU.EXOCOP.ORG : Knowledge Management sub-project

DOES EXOCOP NEED KNOWLEDGE MANAGEMENT?

A quick glance at the map and you can clearly see how sharing learning and knowledge between the ExOCOP participating countries could become a significant issue: borders, countries and even oceans separate partners, and that's just the geographical divide. Political differences abound on penalty and penal institutions in general and on complex topic of reintegration of (ex-) offenders in particular. Politics and society influence the penal system and the programs for (ex-) offenders in each country, bringing ever broader elements into the discussion: penal systems are evolving differently and at different rates throughout partner countries and the wider European area.

Take transition or case management: some partners have developed a national system covering the whole process from imprisonment to release and/ or moreover post-release.



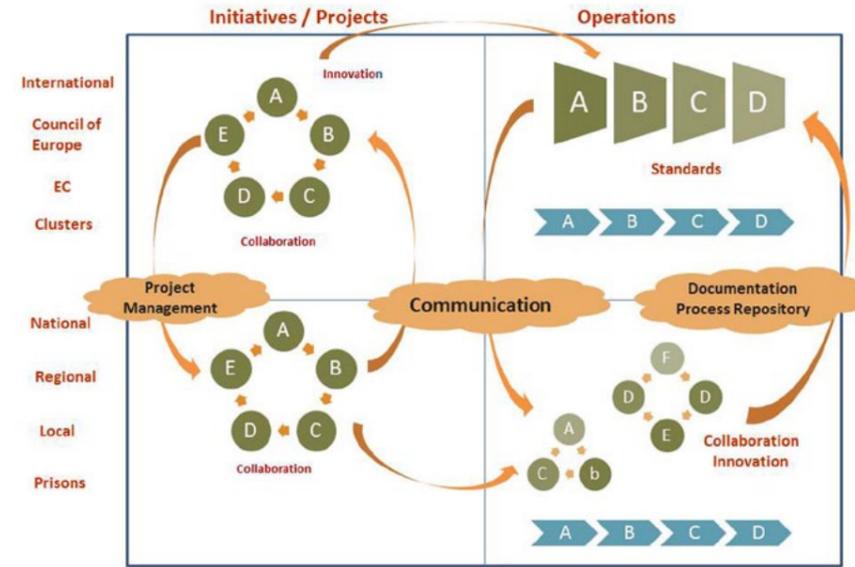
Other partners have no transition management at all. Learning from other countries' experiences provides vital foresight into potential problems (and their solutions); it can present strategic concepts for innovation and raise mutual understanding of different approaches within the EU. We still have much to learn.

ExOCOP's strength lies in linking together our diverse partners, whether funder, administration, local NGO or professional organisation. We have completed 20 Workshops and 5 Seminars with one goal in mind: to reduce re-offending by developing a clear Education, Training and Employment (ETE) path for prisoners and ex-offenders to access strategic resettlement facilities. Together we have successfully facilitated links between funders – particularly the ESF – with good practise and policy recommendations in education, training and employment on a national and European level.

TAKING THE WIKI TO EUROPE: AIMS AND CHALLENGES

Knowledge Management was the topic of an ExOCOP Conference in Ghent in 2010. Key outcomes of this conference are summarised in the diagram below. This illustrates the complexity of the interactions, and the different levels at which sharing information and experience could take place. At the other hand, it shows very clearly that no simple tool or IT system can effectively manage this diverse and growing knowledge-set. After all, we must also recognise the importance of governance: setting up IT systems is one thing but making them useful and successful is only possible if there is real engagement, an active participation and a clear governance structure.

The sharing of information starts within local prisons where prisoners themselves participate in several projects to help each other and share experiences. Some of that rather informal **knowledge sharing between inmates** is supported by organisational structures such as working with peers, coaching, setting up communities of practice or publish a local newspaper (many examples of good practice in this book have at least an element of each of these) and help inmates to learn from each others' experience. To support this kind of knowledge sharing, inmates should not only be given more access to knowledge sharing and learning systems, but also given the opportunity to participate and interact with those systems.



Local professionals often have a huge level of expertise and information. Where in smaller institutions the knowledge sharing often is organised on a more informal, less explicit way, the need for better structures and systems is higher in larger facilities. Finding methods and systems to facilitate the **management and sharing of knowledge within and between local prisons** is still challenging for a lot of countries. It is crucial we remain flexible to work on different tracks, use different systems such as a CMS, a wiki site, forums, blogs and embed these into the organisation by a good governance structure such as a working group or similar communities, rather than trying to find one single solution. Germany presents one example of a possible track.

THE GERMAN APPROACH

The knowledge management platform Prison Portal developed out of a nation-wide German project. User generated and edited content was the starting point – anybody who wanted to write something in the field of penalty, imprisonment, reintegration of (ex-) offenders and so on, was invited to participate. This approach meant targeting a large group of possible writers, including teachers, educators, staff from administrative, employment and training agencies and employees from the Ministries of Justice and Labour. From these content-givers came a wide range of different types of texts, standardised only by our format.

KNOWLEDGE MANAGEMENT IN A EUROPEAN CONTEXT: AIMS AND CHALLENGES

The management of knowledge on an international level is even a bigger challenge. During the Ghent conference the whole Network agreed that there is an urgent need for sharing all kinds of knowledge between different European Countries, and that ExOCOP should start up an initiative.

During the project phase, the German Prison Portal was presented to different European partners, who liked the platform and the idea. So when it came to the development of a European knowledge management tool, Germany's prior experience with this technology gave us a head start.

ExOCOP Steering Group members decided **one first step** to progress this collaborative facilitation would be to invest in a whole new, Europe-wide knowledge management system, basing on increasingly prevalent Wikimedia technology. This was established as a sub-project, feeding from the main work plan, alongside the Evaluation Sub-Project.

Share knowledge, facilitate communication, interface for collaboration: We began by transferring the content of Prison Portal to the new knowledge management system and let former contributors know about the new project, as the German system has not been edited for some years.

On the main page registered users can find out about the project, start their research or use a forum. With a big EU map, this is the perfect entry point for the system for European content in the English language. Platform gateways for four more co-existing systems – one for each participating country (Belgium, England, Germany, Romania, Spain) – are live and ready for users from these countries to input their own data, or to link to an existing national knowledge management system.

The new system has more data capacity and is based on the most up-to-date security standards, now commonly used in Europe. ExOCOP users benefit from some new features, added based on our experience with Prison Portal: the old wiki-editor was replaced by a new, more user-friendly interface, similar to conventional Microsoft Word (see examples). Additionally, users can convert all pages of the Wiki to a PDF document and even combine several pages/ articles to print as a book.

Our aims regarding content were threefold: We want ExOCOP's wiki to act as a repository for the wealth of work which has already been undertaken around education, training and employment in Europe, to be a point of reference on national prison administrations and funding strategies, and – critically – to integrate itself into prison discussions successfully enough to become an active part of local, national and Europe-wide dissemination practice.

Motivational recruitment, marketing and dynamic content

Important next steps have been – and will continue to be – made to motivate people working in the field or currently running projects to share their knowledge.

Pro-active motivation of contributors has been a central challenge: with an 'empty' system and no prior experience, it's not easy for contributors to see the potential in this wiki. Better supporting infrastructure on a national level is being encouraged, specifically editors or people interested in taking care of and editing such a platform. They need to receive proper training, were necessary, and to make themselves available to the Managing Editor as a contact person on their national policy and resources.

Sensitivity of data was initially a concern for some partners, particularly those who are uncomfortable with the idea that the prisoners could enter the system. Partners disagreed about what kind of content should be put on the platform(s) exactly.

As a solution we started the EU platform as a visual model, using content already in the public domain. We translated EU relevant articles from the German platform for the EU platform, generated new content and tried to convince partners to put relevant content from their countries on the platform as well.

On-going digital marketing since the wiki was populated enough to make it interesting and useful to the target audience, we have been promoting it online. With one-click buttons, it's easy to share via social networking, to email or print or simply to bookmark pages of interest. We have also begun connecting with national and European figures using networking tools such as Twitter and LinkedIn. Ultimately, we would like to use these social media connections to identify trends in European prison thinking, and to find the right person to contribute. We have reciprocal links between projects of our partners, as well as many others, and want to connect with digital mail outs from other transnational networks, to encourage people to look at – or even contribute their own knowledge to – this growing, cross-disciplinary resource.

MOVING FORWARD: REACHING THE RIGHT PEOPLE & PROJECTS

Our eyes are wide open to the fact that these days everyone can just Google a juridical term and get thousands of explanations or even wider. Just go on Wikipedia and you will find more information that in the ExOCOP system as it currently exists. If we want it to be useful and successful, we need to make a difference.

Our aim is to research what information is useful to projects and among people working in this field, we give users a reason to visit and contribute. We intend to work in collaboration with people and organisations directly involved in on-going projects concerning education, training and employment of (ex-) offenders and ask them to participate and share their experiences. In this way we are not simply delivering information, but combining information with experience. People working in similar projects can read and learn from each other, maybe ask and discuss problems or news in the forum. This will improve their on-going projects and further projects as well.

FUTURE PERSPECTIVES

We believe that this kind of inter-agency communication can **support new structures**, networks, partnerships and projects within Europe, but it **has to be supported, too**. We need to set up a governance structure to embody the management of this Knowledge Management System and to guarantee it to be future-proof. As written above, this initiative is a part of a project, but a project has by definition a beginning and an end.

In the **Berlin Declaration on the Reintegration of Offenders and Ex-Offenders**, we therefore recommend that there is a focus on advancing improved exchange of knowledge and good practice. Discussions on successful approaches should be systematically integrated into the field of rehabilitation / reintegration at Member State level. In order to sustain this process, appropriate funding should be made available, in particular for the identification and dissemination of the successful approaches and for promoting exchange of knowledge and good practice.

Evaluation sub-project



UNDERSTANDING ‘WHAT WORKS’ ACROSS EUROPE

The ExOCOP evaluation sub-project focuses on the link between employment, reintegration and reducing re-offending and will be working towards an enhanced EU understanding of ‘what works’ in improving offender resettlement across Europe. Primarily, the evaluation sub-project intends to demonstrate the importance of employment and skills related strategies in progressing towards the overall goal of reducing re-offending. In addition, of significant importance is the evaluation and measurement of ETE programmes, which aims to increase knowledge and EU-wide understanding of effective practice and interventions in this field. Available research informs us that no studies can truly determine a reduction in re-offending and where some later research has implied that an intervention may have contributed to reductions in recidivism, there is no data to confirm

that it was the solely that intervention that produced the result. However a number of studies and direct programme evaluations have attempted to test effectiveness using other criteria for success such as increase in numbers into employment and achievements and qualifications. These studies have produced some extremely useful data to pave the way of an increased understanding of good practice in this field.

During the last few years, the discussion surrounding evidence based practice and empirical evaluation research has received growing importance. This is certainly evident within the field of social reintegration of ex-offenders into the labour market. The evaluation evidence assessment report outlines some of the current information, thinking and evidence relating to employment for ex-offenders and considers how this information can assist in forming key criteria and recommendations for EU wide future work in the field of ETE.

The quality and breadth of research in criminal justice is variable. There is a plethora of studies on the effects of ETE on re-offending with differing effect sizes, research designs and levels of methodological rigour. Experimental designs are identified as the ‘gold standard’ for evaluating interventions which are subsequently used to inform policy and future practice. However, it is apparent that such designs are limited in the field of criminal justice in general, largely due to the difficulties of accounting for all variables that can affect an intended outcome. It is often noted that non-experimental designs are less reliable in their evidence on the effectiveness of interventions on reducing re-offending, however, Brazier et al (2006)¹ comment that the rather distinct and generalised outcome of re-offending does not tell us enough about the details of the programme and the clients it targets. Therefore, a more specific understanding of what works with whom in employment will ensure successful interventions are targeted in the correct areas and on the correct individuals.

Why are we concerned with employment related programmes for offenders?

A number of studies start at the beginning, taking this question into account and considering how unemployment can lead to crime and therefore identifying factors that need to be addressed to reduce this. It is important to note that unemployment and its commonly associated social exclusion are triggers for criminal activity themselves

(1) Laura Brazier et al.: Rapid evidence assessment of interventions that promote employment for offenders. London 2006. Department of education and skills. Research Report RR 747.

and the subsequent reduction of this would also act as a crime prevention approach as well as a reducing re-offending one. Webster et al (2001)² note how living circumstances such as insecure housing can act as a barrier for employment and could therefore subsequently have a link to offending. Furthermore, many offenders feel they are unemployed because they have a criminal record and due to the stigma of the label ‘offender’, this further reduces their chances of successful integration and acts as a potential trigger for recidivism.

Recommendations based on literary evidence for successful programmes:

The following recommendations have been drawn out of the evidence assessment report from literature and research in this field.

1. Training must be related to real employment opportunities, embed resettlement provision into a prisoner’s place of work and tailored to the needs of local economies and job markets. It is no use developing skills and capabilities that are not applicable to the jobs and services available in the community.
2. Long lead in periods for programmes and interventions; this time should be taken up with rigorous design, internal planning and implementation to ensure programmes are targeting the right areas and they are adaptable to the differing prison groups they work with. This in turn will also lead to better utilisation of resources and cost savings in the longer term.
3. Flexibility of programmes to be able to take into account individual circumstances, abilities and ambitions. This could be linked to a clear selection process, including criteria for all interventions, to determine who is suitable for what programme. However, service providers must be mindful not to ‘cherry pick’ offenders and therefore interventions should be flexible and adaptable.
4. More efficient and innovative ways of working are required as demand for services rises above supply and the resources available to deliver services are limited. Currently across Europe, organisations are required to do better for less and therefore efficiency and value for money must be top priority when providing services for offenders.

(2) Webster, R., Hedderman, C., Turnbull, P. & T. May (2001) Building Bridges to Employment for Prisoners. Home Office Research Study 226. London: HMSO.

5. Re-appraise the attitudes of local employers to employing ex-offenders through dissolving stigma and stereotypes attached to criminal records.

6. Lobbying for large organisations to develop a policy for employing ex-offenders. Such a policy would build confidence in ex-offenders applying for jobs and would show smaller local organisations that there is nothing to fear taking ex-offenders into their workforce.

7. Planning ahead and securing a budget and resources for the evaluation of the intervention. Ensuring clients are followed up and evaluation data can be gathered 12 to 24 months post programme completion. Where possible, a budget should be allocated to an individual and follow them ‘through the gate’ to pay for further support and allow for the prison to retrospectively share any success.

Summary of key results from E-survey

The ExOCOP E-survey form part of an overview of offender employment programmes and related evaluative practice across European member states. The aim of the survey was to find out about employment related projects across Europe and primarily look into what evaluation processes are present and how these evaluations are conducted. In addition, the survey also took into account any recommendations to improve evaluative practice. By the time the survey was closed in April 2012 there were 39 useable responses across 12 different EU member states. Unfortunately not all data sets were complete as many of the responses were missing answers to ad hoc questions throughout. However, analysis has provided some interesting data regarding the range of interventions in this field across Europe and the types, if any, of evaluations carried out on them.

Figure 1 details the countries where responses were received from and the types of organisations they related to. Evidently, the largest number of responses came from the UK, accounting for 46% of the overall responses received. The majority of responses were received from

Justice Organisations (36%) or 'other' (33%). Of the other responses, three of these came from private sector companies, four from charities and the remainder from training and careers advice providers. No responses were received from European Professional organisations.

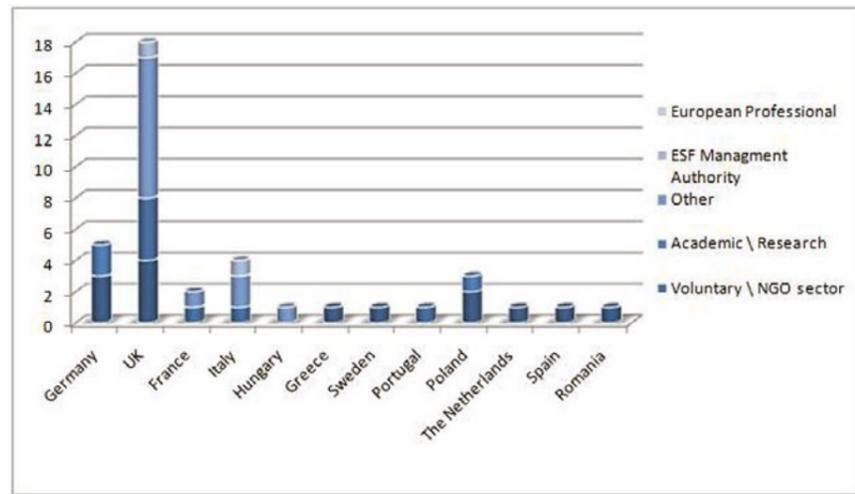


Figure 1

Of the 39 survey responses, only 27 commented on the level of evaluation they used. Figure 2 demonstrates the levels of evaluation by country. Post survey follow up indicated that the majority who did not answer this question skipped it because they had no evaluations to comment on. As expected the most common evaluations across Europe are standard, which includes methods such as offender feedback via interviews or questionnaires and staff monitoring and recording of progress throughout the programme. The programme in Hungary, one from France and 3 from the UK all stated they used comprehensive methods of data recording such as rigorous measurements, data recording and statistics and in some cases follow up data and reconviction rates.

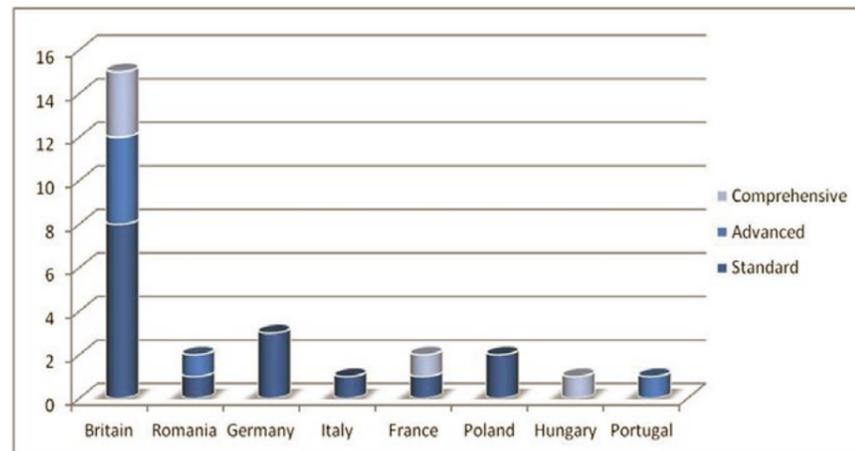


Figure 2

Following on from the levels of evaluation, it was of key interest to see what was actually evaluated, for example did the evaluations lean more towards quality assurance of the programme? Did they focus purely on the participants involved and the way the programme affected them? Or was it a number of different measurements? It is evident that in 45% of the cases, evaluations focused on all three main elements – the course of the programme, programme outputs and the participants who undertook the programme. Of those organisations that didn't undertake all three measurements, participants were the key focal point in their evaluations. The programme itself seemed to receive less attention, this could be attributed to the fact that monitoring the programme for integrity and consistency may actually fall under quality assurance and not necessarily be associated with evaluation in many cases.

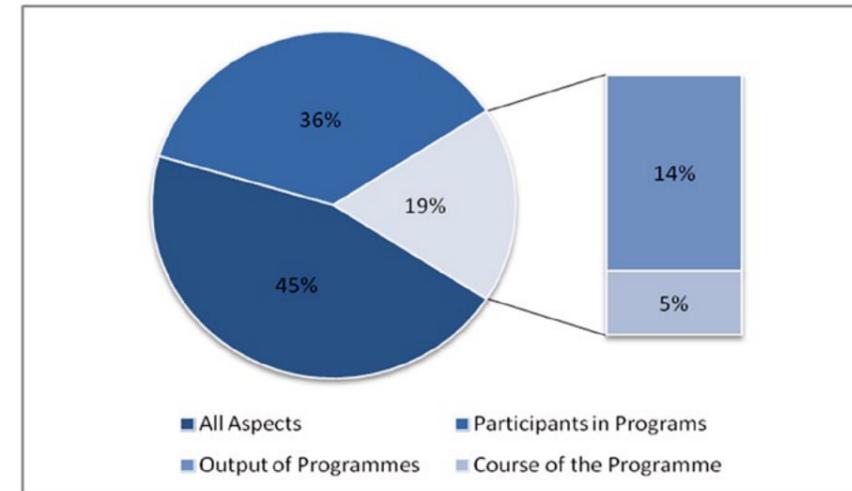


Figure 3

What are the goals of evaluations?

The survey results indicated that one of the significant driving forces for evaluation is to provide information on progress and outcomes to funding bodies. Funders need to ensure money is being spent correctly and that programme deliverables are adhered to. In addition, contractual agreements often state that programmes must produce some data with regards to effectiveness or simply as evidence that outputs are visible. The type of evaluation will largely depend on what information is required. For example in order to collect re-offending data, comprehensive evaluations with follow up data are required and ideally a comparison group should be used. However, for personal perceptions of whether a programme is effective, less structured evaluations that document individual feedback and opinions would suffice. It is important to note that from the sample of evaluations we received, in only a very small number of cases is re-offending data collected and recorded, the majority of agencies did not have the resources or provisions in place to follow up clients on a structured basis.

Cost effectiveness was identified by a number of programmes as a key factor to consider when evaluating programmes. At a time when budgets are tightening and agencies are required to provide better and more efficient services on reduced budgets, it is important for programmes to prove they are effective. They must demonstrate their value for money and prove that their work is cost efficient and they are providing services that allow money to be saved somewhere else. A number of organisations stated that evaluation

is becoming increasingly paramount as money is only allocated to programmes if they are deemed to have the desired effects.

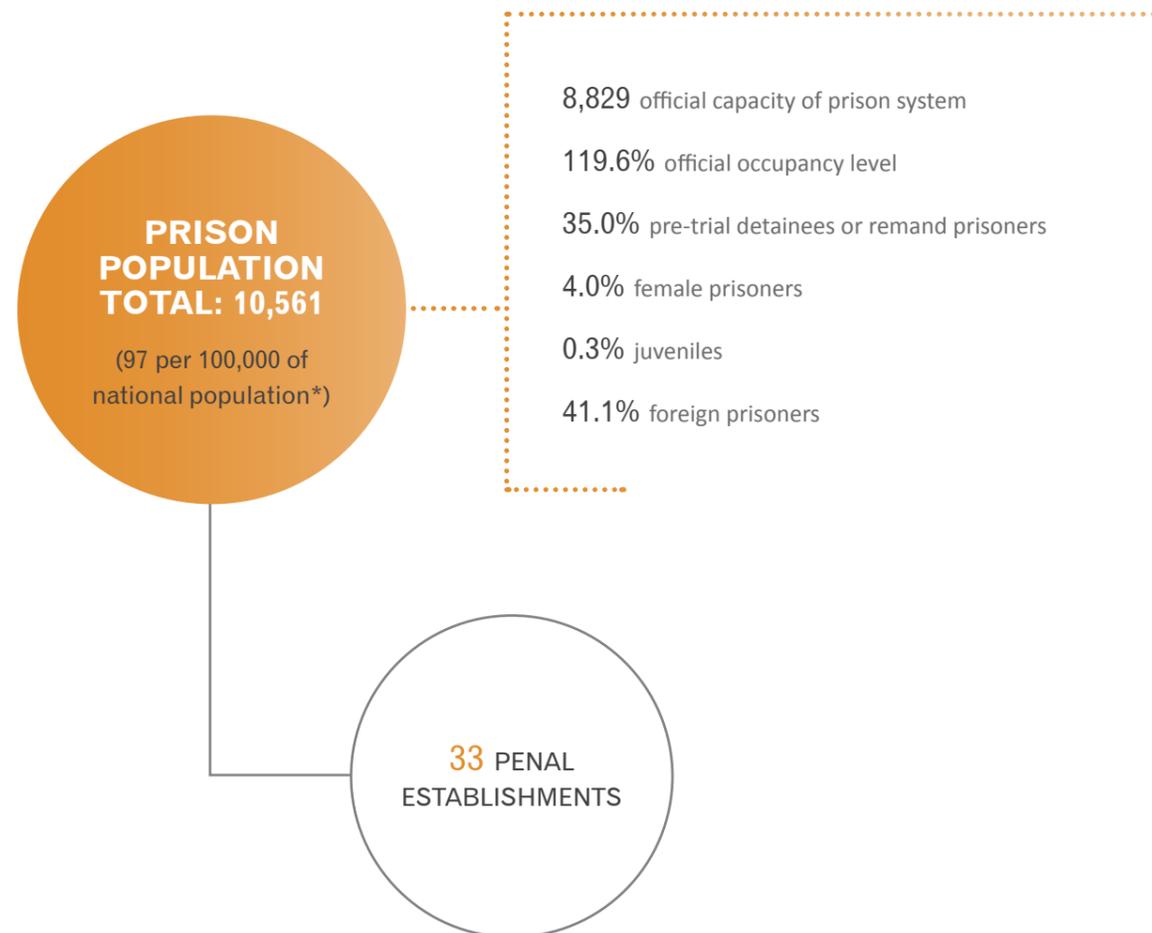
Due to limitations on the disparity of responses we received from the survey we were not able to make any fully informed comparisons across jurisdictions. However, a significant number of respondents noted that the type of evaluation and what they measure is not dependant on their culture and working practices specifically but more related to the requirements of the funding provider. Budgets for evaluation and the outcomes required tend to be largely stipulated by the funding organisation, whether this is a local, national or European wide funding body. Therefore further study may wish to compare the types of programmes and evaluations with the funding stream they work under in order to identify where comparisons lie and what funding bodies impose as the effectiveness criteria for their approved programmes.

The ExOCOP survey data provides some interesting programme specific information and gives us an insight into how evaluations are conducted, their limitations and specifically what programme developers would like to see to improve their evaluative practice in the future. For further information and a detailed analysis of the survey please refer to the 'Sub-evaluation E-survey' document.

BELGIUM

REinsert

BUITENKANS



* Based on an estimated national population of 10.85 million at beginning of March 2010 (from Eurostat figures).

At 01.03.2010
(Service Public Federal Justice)

BELGIUM AND ExOCOP

Belgium has been a partner in ExOCOP since its inception in 2009, participate actively in the steering group and have a role in the sub-project Knowledge Management.

ESF AND PRISON

In Belgium, Justice is a Federal Public Service. However, the French-speaking and Flemish communities are responsible for the provision of aid and services to prisoners in the region. Similarly ESF is also regional divided into Agence Fonds social européen (for French-speaking Belgium) and ESF-Agentschap Vlaanderen (for Dutch-speaking Belgium). Institutions can apply for ESF funding to their regional ESF Managing Authority.

PRISON ADMINISTRATION CONTACT DETAILS

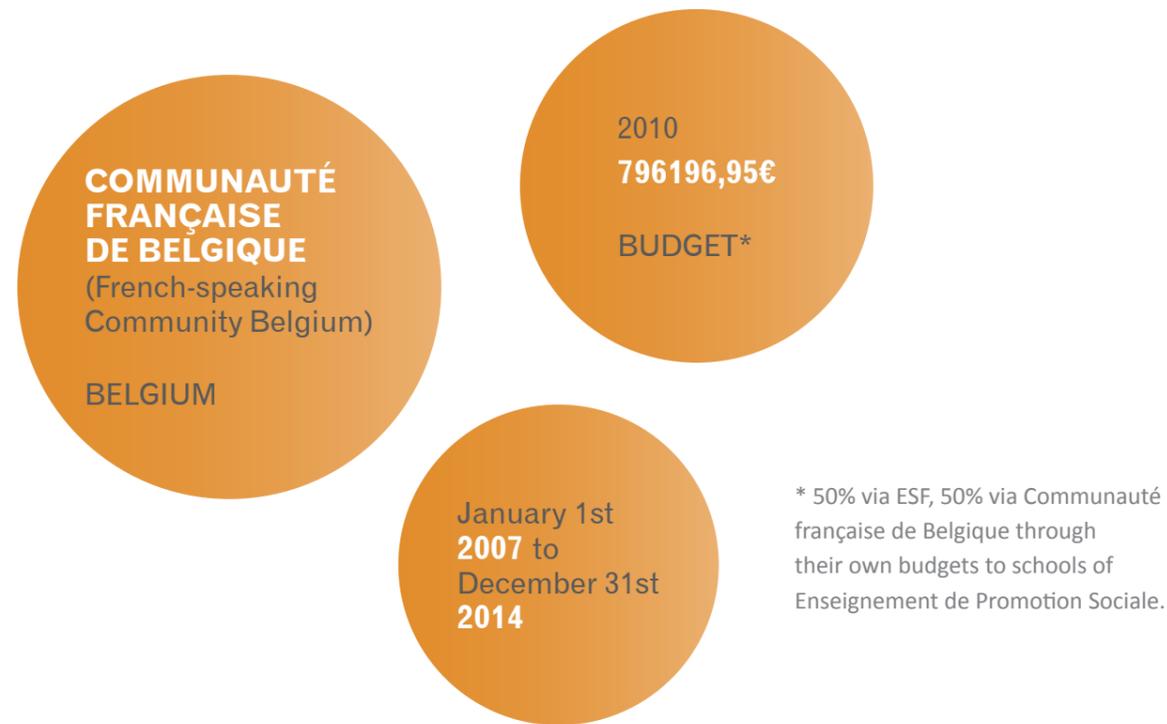
Mr Hans Meurisse | Director General of Prison Administration
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REinsert



LEAD PARTNER

Marcel Renquin.

PARTNER ORGANISATIONS

Le Service public fédéral Justice (Public Federal Service of Justice)

The Coordination of Associations Active in Prison (La CAAP)

La Communauté française de Belgique (represented by the Cell Coordination and Management of EU funds in the Enseignement de Promotion Sociale)

ABOUT THIS PROJECT

Rehabilitation and employability go hand in hand in prisons located in the Wallonia-Brussels Federation: REinsert works to enable prisoners to acquire basic educational or professional skills through the right accreditation institutions.

Introductory, basic skills include oral French (for non-natives), literacy and numeracy. These could progress to a Certificate of Basic Studies (CEB) and to a qualification in French as a foreign language (FLE).

From this point, prisoners become trainees, with their professional choice informed by changing local labour market needs: Bricklaying, tiling, welding and horticulture are among the professional skills taught, as are IT, catering, carpentry and beauty work. These could result in professional qualifications which correspond to those necessary to begin immediate work upon release.

Diverse stakeholders – including prison staff, higher education leadership, teachers and local community and business representatives – collaborate in creating a prisoner’s pedagogical environment. From their arrival in the prison, individuals will be introduced to what’s on offer, and motivated to access the educational facilities.

Stakeholders are issued handbooks, detailing the aims and expectations of the project. Local Monitoring Committees (CLS) have been established in every prison to facilitate supply management of training, and to contribute to a synergy between local business and prison training, should the opportunity arise. The CLS meets three times a year.

WHAT DID THIS PROJECT ACHIEVE?

This project has better enabled a workforce to leave prison which the basic educational and professional skills to enter a competitive local labour market.

Self esteem is an assessment factor for professional qualifications, and positive feedback from the training may influence a prisoner’s probation, and their standing before the Tribunal d’Application des Peines (TAP).

Results are fed back into the training system, and are reported annually to ESF and co-funders.

FIND OUT MORE

www.fse.eps.cfwb.be

BUITENKANS



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Institutions – PSC Hoogstraten (Coordinator)
SAW (Steunpunt Algemeen Welzijnswerk)
Vlaamse Overheid (Department Welzijn en Samenleving)
CAW De Kempen (Justitiele Welzijnswerk Turnhout)
VDAB

ABOUT THIS PROJECT

Substantive labour-market oriented pathways are the focus of this project, training which repositions prisoners and makes them more attractive to the local labour market immediately upon release. Socio-psycho guidance and professional training form the backbone of an initiative which will support prisoners' work efforts even after their release.

The project has various stages:

1. De instapfase (Entrance phase): Recruitment, admission, welcoming takes place, with a view to determining a particular path for the prisoner, and the signing of the engagement agreement to uphold mutual consent and motivation.
2. De opleidingsfase (Training phase): A sort of "test phase" lasts about 4 weeks, during which time trainees are

invited to see if this programme really suits them. The vocational courses offered in the scope of this project in collaboration with VDAB in Herentals include courses for bricklayer, painter-paperhanger, electrician and plasterer. The duration of this course is normally 120 working days maximum, and can culminate in a VDAB certificate. During the internship participants can, complementary to their vocational training, gain work experience. This is a 20 working days internship and can be intramural or extramural in companies in the region.

Diverse stakeholders – including prison staff, higher education leadership, teachers and local community and business representatives – collaborate in creating a prisoner's pedagogical environment. From their arrival in the prison, individuals will be introduced to what's on offer, and motivated to access the educational facilities.

3. Vorming (Education): In addition to technical vocational training, 1800 hours a year of further education are accessible. This can be anything from numeracy or literacy workshops, to the rights and obligations of the employer, to soft skills such as coping with difficult situations. Once a month the participants take part in specific training which integrates sports and social-cultural work.

4. Begeleidingsfase (Coaching phase): Coaching towards the labour market is an essential part of the individualised path. Training for job applications and active employment-finding are supported by the VDAB consultant.

5. Werkgevers (Employers): Employers are informed of the possible financial and fiscal advantages if they recruit of a participant in the project.

WHAT DID THIS PROJECT ACHIEVE?

In the most ideal situation, a participant is referred after the project to the VDAB where the mediation towards work starts. However this immediate connection is more the exception than the rule. The graduates get the possibility then to gain work experience intermural.

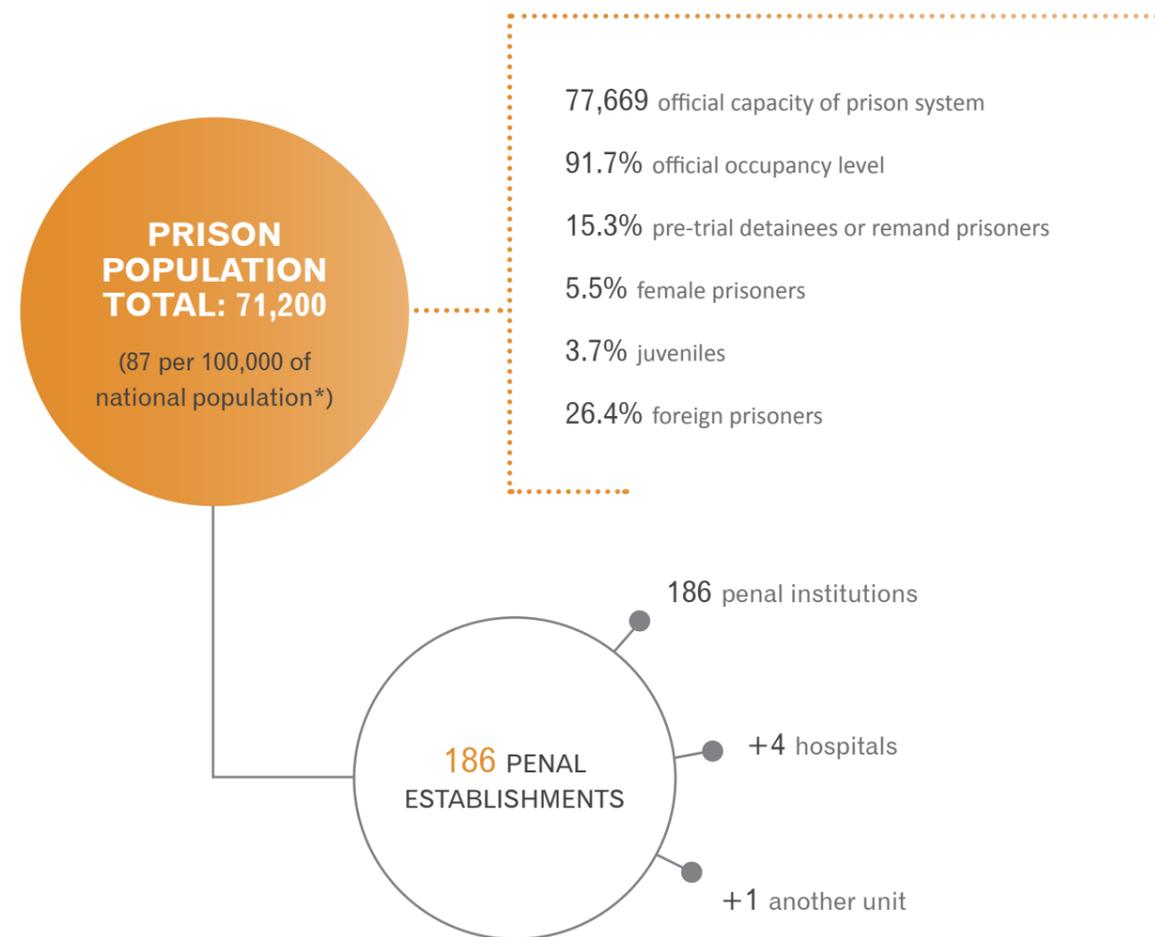
Since 2008 the project "Buitenkans" is not longer financed by ESF. Because of this some activities have disappeared, by taken away the project assistant, mainly the possibility of an internship "outside" with employers in the building industry and the limitation of the "inside"internship. The participants are at the moment being coached and followed up by the monitors (specialized prison officers) and by counsellors. For the application they are supported by the VDAB-consultant.



GERMANY

E-LEARNING
IN PRISON

TRANSITION MANAGEMENT
/ AFTERCARE



* Based on an estimated national population of 81.55 million at end of March 2011 (from Eurostat figures).

At 31.03.2011
(Federal Statistical Office)

GERMANY AND ExOCOP

Germany coordinates the ExOCOP network. We lead the steering groups, organise diverse contributions to the workshops and seminars, and embed the Network in relevant conferences. We network between prison administrations, ESF managing authorities, NGOs and professional organisations on both a national and European level. Three workshops have been hosted in Germany: WS 1 (Diagnosis and Profiling); WS 12 (Community Links); WS 13 (Women), WS 16 (Prison Work and Prison Industry).

ESF AND PRISON

In Germany, responsibility for prison lies with each of the 16 Federal States. Similarly with ESF, which is in part handled by the national Ministry of Labour, and in part by regional ESF Managing Authorities. Institutions make applications for ESF funding, that way there are projects in prison and aftercare by public authorities and by NGOs, regionally or nationally funded.

PRISON ADMINISTRATION

Due to the federal structure the responsibility lies at every prison administration of the 16 Federal States.

HEAD OF ESF MANAGING AUTHORITY

In Germany the ESF is divided in a national part and the regions.

NATIONAL CONTACT DETAILS

Bundesministerium für Arbeit und Soziales
Gruppe Europäische Fonds für Beschäftigung
Referat EF 1 - Europäischer Sozialfonds
Rochusstr. 1
53123 Bonn

E-LEARNING IN PRISON



LEAD PARTNER

Project BLIS
IBI - Institut für Bildung in der Informationsgesellschaft
c/o TU Berlin, FR 0-1
Franklinstraße 28/29
10587 Berlin

PARTNER ORGANISATIONS

46 prisons across Germany.

ABOUT THIS PROJECT

The history of e-learning in prison is one of a successful use of European funds.

The first project started in 1994, and was co-funded by DG Employment and DG Education. The projects developed a technical strategy for e-learning in prison, and tried to find the right learning software for prisoners and teachers to adapt teaching concepts. This strategy had to take unique features of prisons into account, particularly with respect to security issues.

Contact was established with prison administrations, so the approach could be implemented in selected prisons on a pilot basis. A cooperative structure began to be established between prisons, prison administration and ESF Managing Authorities, on a local, national and european level. Collaboration with other projects in this field all over Europe in the frame of European projects has also come into play.

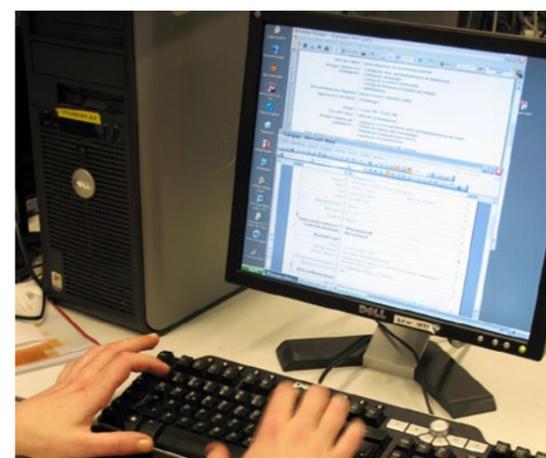
Since 2002, e-learning in German prisons has grown significantly, as a result of targeted EQUAL projects (e-lis; BABE, Member, ImBis). Many prisons across different Federal states (Länder) offer courses. Staff training has developed accordingly. As well as the e-lis learning platform for prisoners, a knowledge management system has been developed.

Regional ESF funding (the Reso-Northern Alliance) has allowed for these projects to continue after EQUAL finished. Further federal states now use the system, too, and in 2011 eleven federal states registered as users of the e-lis platform. Further sustainability had been established via a nationally ESF funded project (BLIS). After the end of this project, the e-lis platform as well as the knowledge management system will be funded by the justice departments of the Federal states.

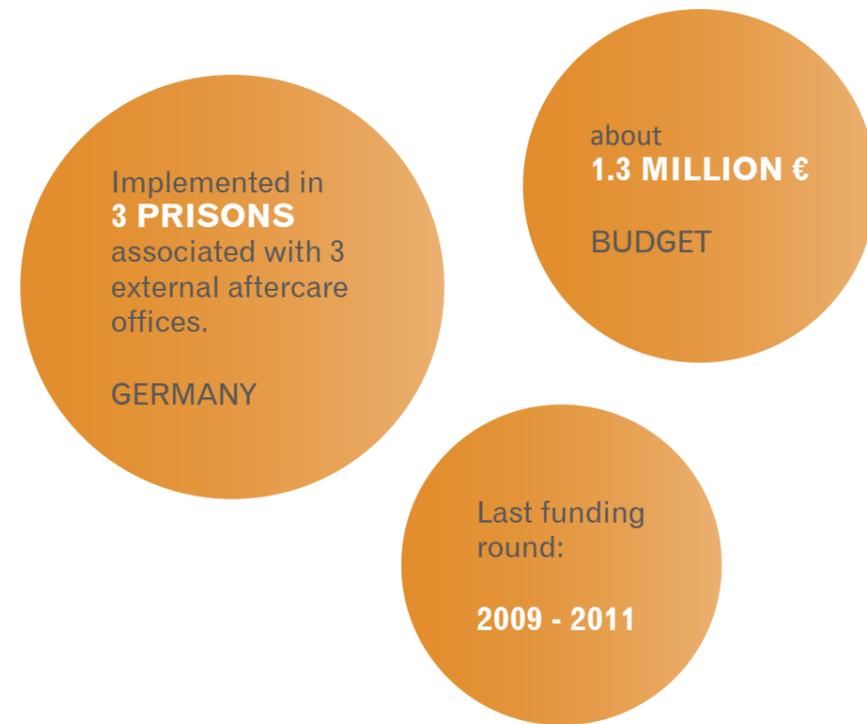
FIND OUT MORE

<http://www.ibi.tu-berlin.de/projekte/blis/blis.htm>

<http://www.reso-nordverbund.de>



TRANSITION MANAGEMENT / AFTERCARE



LEAD PARTNER

Project INA
Kriminologischer Dienst des
Landes Nordrhein-Westfalen
Fritz-Roeber-Straße 2
40213 Düsseldorf

PARTNER ORGANISATIONS

3 prisons in Germany.

ABOUT THIS PROJECT

INA – Integrationsplanung – Netzwerkbildung – Arbeitsmarktintegration (Integration planning – Networking – Integration into the labour market).

In North Rhine-Westphalia a concept of market-oriented qualification in prisons has been developed and implemented. The concept works in combination with a coaching initiative for ex-prisoners to enter the labour market (aftercare) based on different forms of ESF funding.

Improvement of vocational training in prisons is the focus, as is meeting the standards of the labour market, and to organise the transition from prison to community in a more reintegrating way. Job placement, training for job applications, and in particular coaching are core components of the time after release. Special services for this work in aftercare have been established (Mabis.net).

To improve this process, this concept has been extended to all Federal States, whilst integrating organisational developments for case work: The INA project attempts to introduce a case management system for the overall process, inside and outside the prison, which is better able to coordinate the work inside and outside prison, to work on the multiple problems (ex) offenders have and to coordinate and network with the different institutions involved (especially work agencies, employers, but also social services and other help systems). After the end of the project, the approach will become regular procedure and it will be funded by the Federal State.

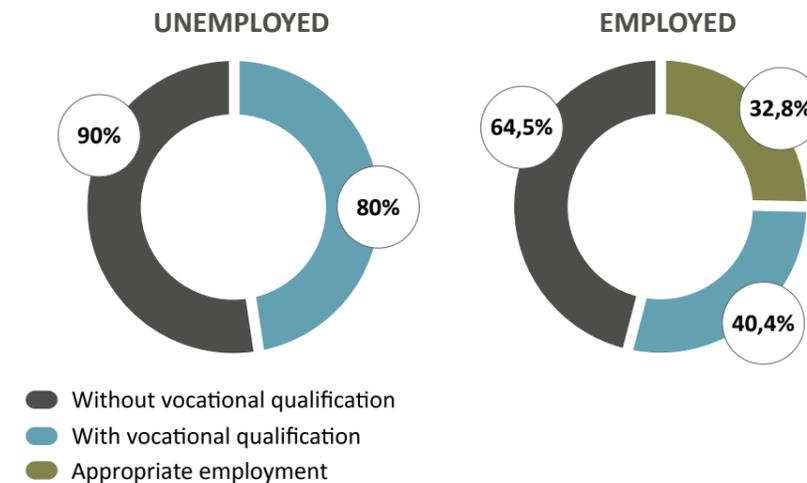
FIND OUT MORE

<http://www.mabis-net.de>

<http://www.i-n-a.de>

WELL-KNOWN EFFECTS ON RECIDIVISM

Recidivism rates after leaving prison



PROVOCATIVE CASE MANAGEMENT EFFECTS

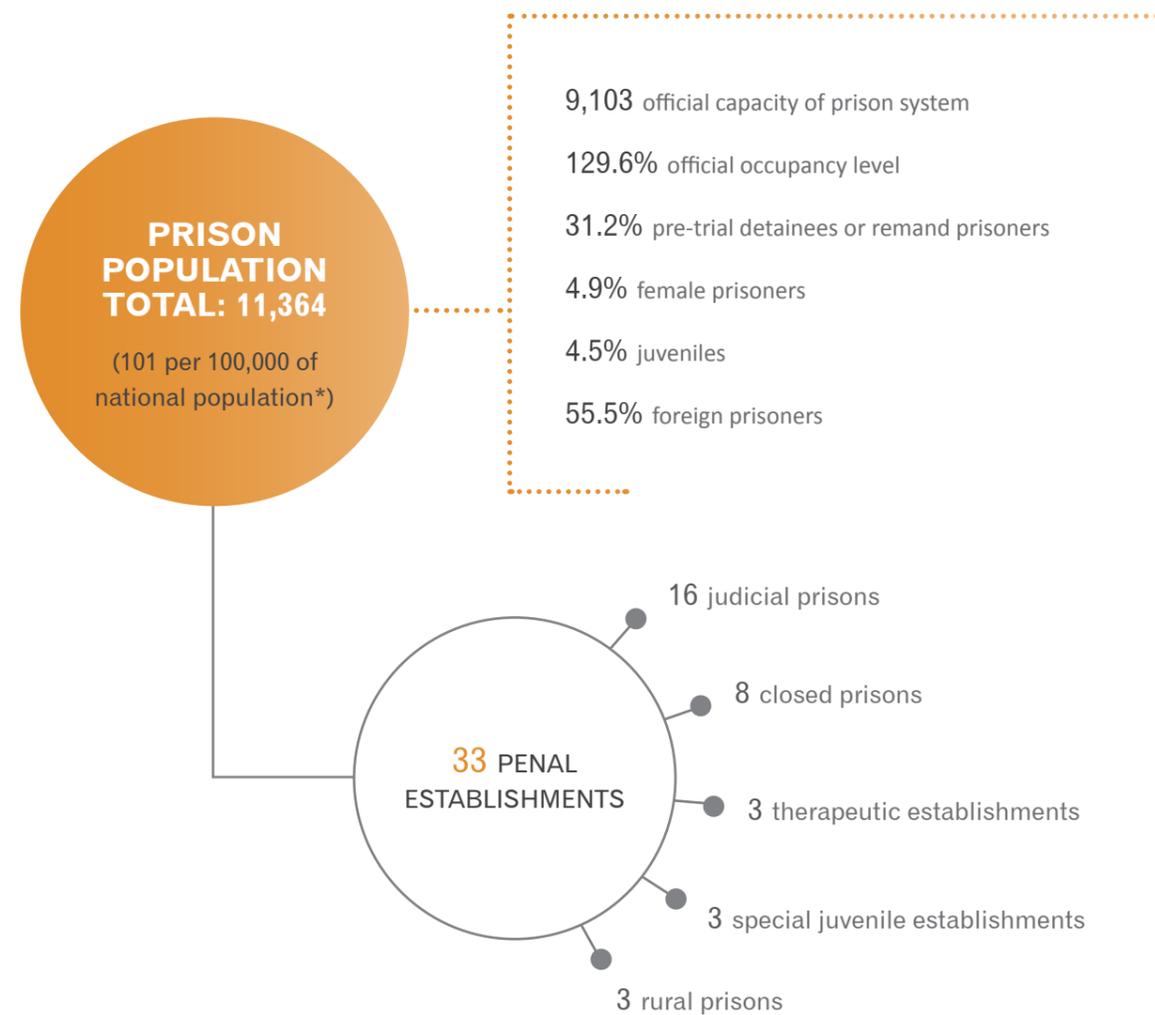
Only problems > 25% among 808 ex-prisoners

CASE MANAGEMENT SERVICES	Support required	Problems (partly) solved	Problems (partly) solved	
			without external support	with external support
Lack of qualification	49,5	27,9	18,3	44,3
Financial problems	37,9	44,8	27,5	74,3
Insufficient vocational orientation	36,0	40,9	32,9	60,7
Housing	29,3	58,2	36,7	76,6
Addiction (drugs, alcohol)	29,0	29,1	19,9	45,8

GREECE

EMERGENCY EXIT

GREEK LANGUAGE
CERTIFICATION PROJECT



* Based on an estimated national population of 11.305 million at beginning of 2010 (from Eurostat figures).

At 01.01.2010
(Ministry of Justice)

GREECE AND ExCoP

Greece has been an ExCoP partner since 2010 via "EPANODOS", the national institution for the resettlement of ex-offenders under the auspices of the Ministry of Justice, Transparency and Human Rights. In 16/17 September 2010 "EPANODOS" hosted in Athens the 10th ExCoP workshop on "Aftercare and Resettlement".

ESF AND PRISON

ESF funding in Greece comes to prison and probation via the Ministry of Labour and Social Security (ESF Actions Co-ordination and Monitoring Authority / EYSEKT).

PRISON ADMINISTRATION CONTACT DETAILS

Ministry of Justice, Transparency and Human Rights
Directorate General for Correctional Policy
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fax: +(30)210-7767461
grammatia@justice.gov.gr
epanodos@epanodos.org.gr

HEAD OF ESF MANAGING AUTHORITY CONTACT DETAILS

ESF Actions Co-ordination and Monitoring Authority (EYSEKT)
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Tel.: +30 210 52 71 400
Fax: +30 210 52 71 420
eysekt@mou.gr

EMERGENCY EXIT

WHICH ACTIONS FOR SUPPORTING OFFENDERS CLOSE TO RELEASE?



LEAD PARTNER

Michael Mavris
(Athens, Greece)

Claudia Ducange
(Turin, Italy)

Maria McNicholl, London
(United Kingdom)

PARTNER ORGANISATIONS

C.F.P.P. Casa di Carità onlus (Coordinator) - Italy

“EPANODOS” (Legal Entity, established by the Ministry of Justice) - Greece

“St Giles Trust” - London (U.K.)

ABOUT THIS PROJECT

Emergency Exit identifies the period near release as particularly critical for the offender. Intervention is particularly important at this time in order to build a sustainable, tailored projects hich can support the prisoner outside prison. With offenders likely having trouble with family networks, housing and little or no employment opportunities, reintegration can be fraught with problems.

On release, ex-offenders often feel they have no other choice but to return to criminality: The fundamental needs of every person (to eat, to have a roof and a bed, to have financial stability etc.) are pressing and immediate support is the only way to avoid recidivism.

Building an action plan together can help the offender plan for his/her reintegration into society, to identify the opportunities, resources and relevant services.

Emergency Exit’s specific aims were to:

- Compare experiences, practices and methodologies currently used within projects for supporting prisoners on release
- Compare at a European level the most effective experiences
- Develop guidelines for models that support the transition from prison into the community
- For each partner to disseminate at a local level the theme of reintegration into society of ex-offenders in relation to lessons learnt from the activities and communication with European partners.

WHAT DID THIS PROJECT ACHIEVE?

The partnership is developing guidelines useful for associations and operators who develop and carry out programmes which support prisoners close to release, offer them a European dimension of enrichment and integration. An online platform has become a ‘virtual community’ hosting all the documents of the project and document the exchange and comparison among the partners of their experiences and skills.

Good practices and recommendations for the development and delivery of programmes supporting prisoners close to release and in providing vocational training for this group have been discussed and circulated, resulting in promotional documents for spreading and disseminating the results of the project.

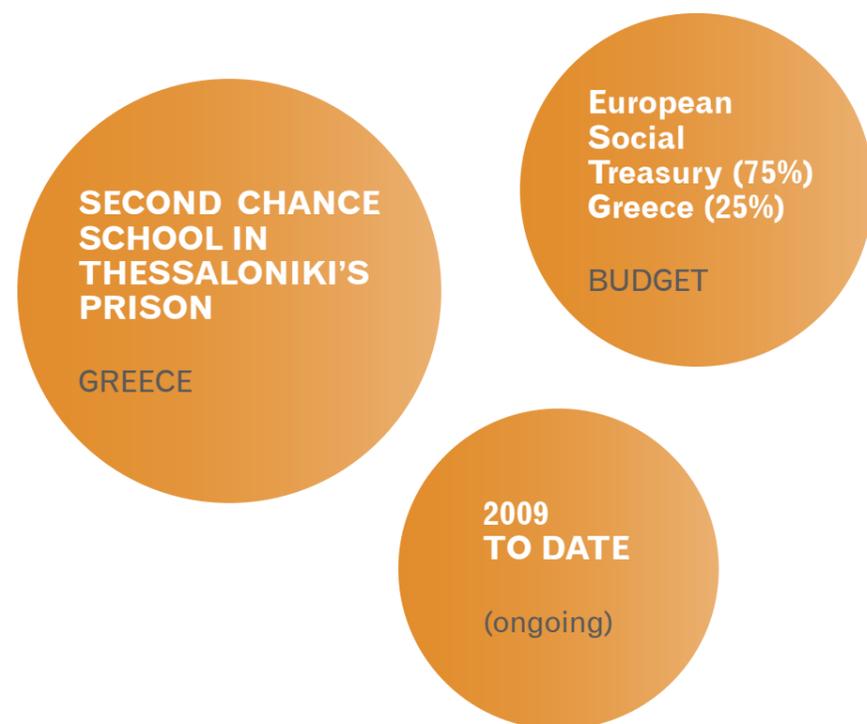
Emergency Exit conducted local and regional workshops to disseminate the partnership learning within the local context. Exchanges will be organised between operators in the same projects. Between these workshops, exchanges and the virutal community, real exchange and learning continues to take place among operators and experiences.

FIND OUT MORE

www.epanodos.org.gr

www.stgilestrust.org.uk

GREEK LANGUAGE CERTIFICATION PROJECT



LEAD PARTNER

Mrs Maria Vara.

PARTNER ORGANISATIONS

Ministry of Education, Lifelong Learning and Religious Affairs
General Secretary of Lifelong Learning
Foundation for Youth and Lifelong Learning (INEΔIBIM)
Centre for the Greek Language

ABOUT THIS PROJECT

Very low levels of education create major issues for Greece's prison inmates, particularly with reference to Greek language and culture. The impact this had on their attempts to reintegrate themselves into society after prison – specifically to find a job in the local labour market – was clear.

Eight Second Chance Schools operate in Greece, with the primary aim improving adult offender's chances of integration, but also to increase self-esteem, and to offer educational benefits which increase the prisoners cope with the conditions of incarceration. The school offer a flexible curriculum (for example, languages, and basic numeracy, literacy and ICT), and counselling services. Projects are devised to help bring the needs of the student together and help them 'learn how to learn'.

The Greek Language Certification Project, accrediting students with a recognised qualification from the Centre for

the Greek Language was seen as the best exam to offer offenders a working grasp of Greek language and culture. Official recognition was the key: attaining a level A2 in this exam is required for an official residence permit, level B2 allows non-native speakers of Greek to register at a Greek institution of higher education and C1 would allow a fluent user to enter the Greek civil service.

WHAT DID THIS PROJECT ACHIEVE?

During the school year 2009-10 the project was established for the first time by two school teachers (Maria Vara and Eva Tzenou) who applied to the Centre of Greek Language for an exam fees exemption.

The first request in 2009-10 for a waiver of the exam fee was warmly met by the Greek Language Centre officials, so 14 school students took part in the May 2010 international exam without paying. 11 of them passed the Certificate of Attainment in Greek exam. The following academic year, 14 students took the exam with a 100% success rate.

The 100% success of the previous year increased the students' interest in the project and this academic year (2011-2012) there are 30 participants.

One of the keys to pedagogical success has been to divide participants into small working-groups, with the exam taking place securely on site in prison. Students, although detained, enjoyed the feeling of joining their peers in other international examination centers: All successful last-year candidates who are still in the school have applied for a higher level of the Certificate of Attainment in Greek.

The improvement of their language skills has been rapid and spectacular. Most students came to the project carrying negative experience and exam-fear from their school-years but this type of language preparation and exam, especially designed for their needs, provided them with self-confidence and a feeling of achievement.

FIND OUT MORE

Second Chance School, Thessaloniki:
<http://3sdethes.wordpress.com/>

Centre for the Greek Language:
<http://www.greeklanguage.gr>

THE MESSAGE OF SUCCESS

Filio Marinopoulou, School Director

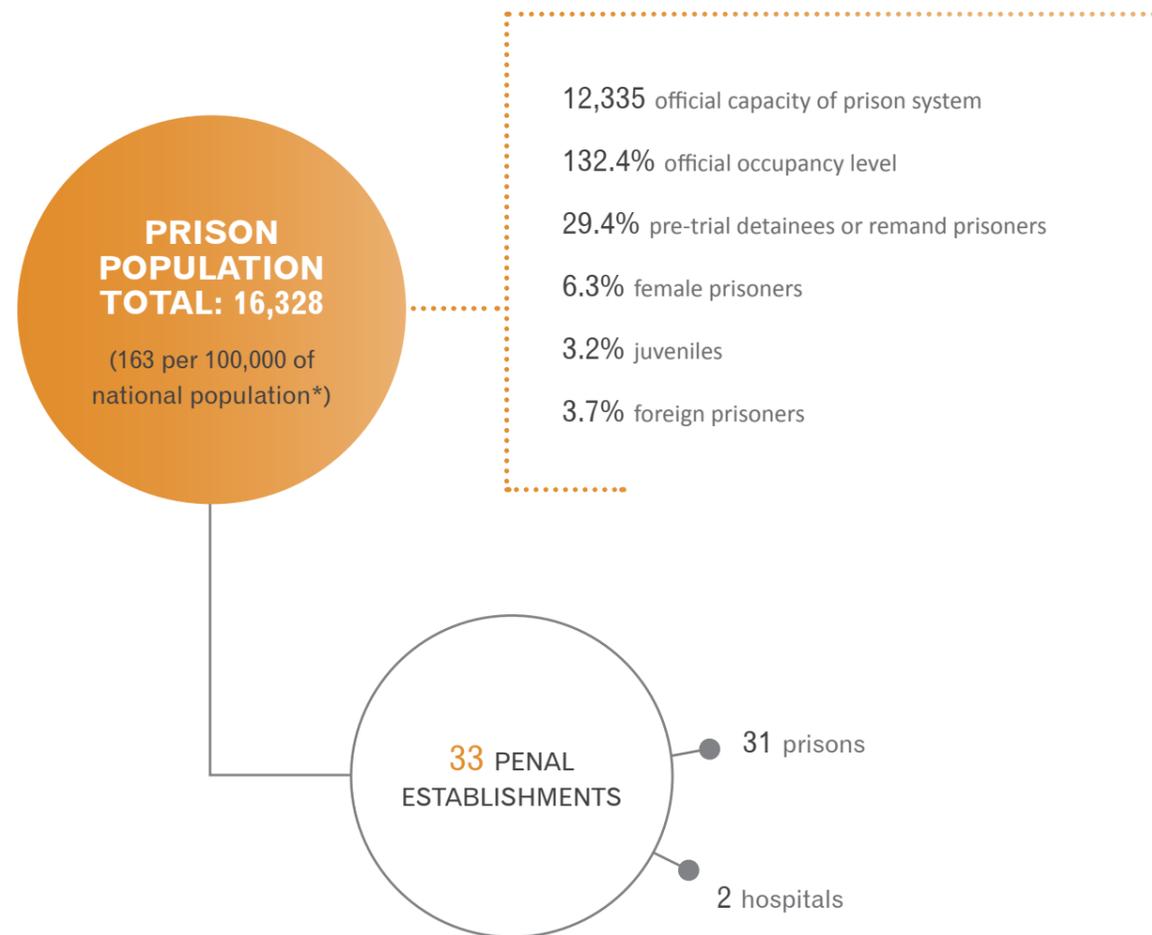
"It is very important for imprisoned foreigners to speak and write Greek accurately. The Certificate of Attainment in Greek is a "ticket" for social reintegration and paves the way for those who want to advance their studies; and they are many. The fact that the students were 100% successful in the examination shows that they wish to integrate and to lead a lawful life".



HUNGARY

REINTEGRATION OF OFFENDERS SUBPROJECT

RENOVATION AND REESTABLISHMENT OF THE CHAPEL AND LIBRARY



* Based on an estimated national population of 10.00 million at end of 2010 (from Eurostat figures).

At 31.12.2010
(National Prison Administration)

HUNGARY AND ExOCOP

Hungary has been represented by both their ESF Managing Authority and Justice Administration in the steering group of ExOCOP, and in participation at various workshops. Numerous workshops were held in Hungary, at the European Conference on Prison Education in Budapest in February 2010.

ESF AND PRISON

The European Social Fund in Hungary is managed by a central governmental unit, the National Development Agency (NDA). As a department of the NDA the Managing Authority for Human Resource Programmes is responsible for the planning and implementation of the ESF funded Social Renewal Operational Programme (SoROP).

The purpose of the Hungarian SoROP between 2007-2013 is to contribute to the achievement of the expansion of employment primarily through the development of human resources. The budget of the programme is more than 4 billion Euros.

In Hungary there is the Enhancing Social Cohesion through Crime Prevention and Reintegration Programmes measure in SoROP, which is the main ESF fund supporting reintegration programmes in prison. The Ministry of Interior is line ministry for this measure.

There are two types of applications for offender's reintegration programs with training, employ and other reintegration programs:

- I. item: Skill development, training, employ of prisoners and offenders under probation,
- II. item: Skill development of prisoners, offenders under probation and youth ordering confinement in a reformatory.

16 organisations implement 2-3 years duration projects in prisons.

PRISON ADMINISTRATION CONTACT DETAILS

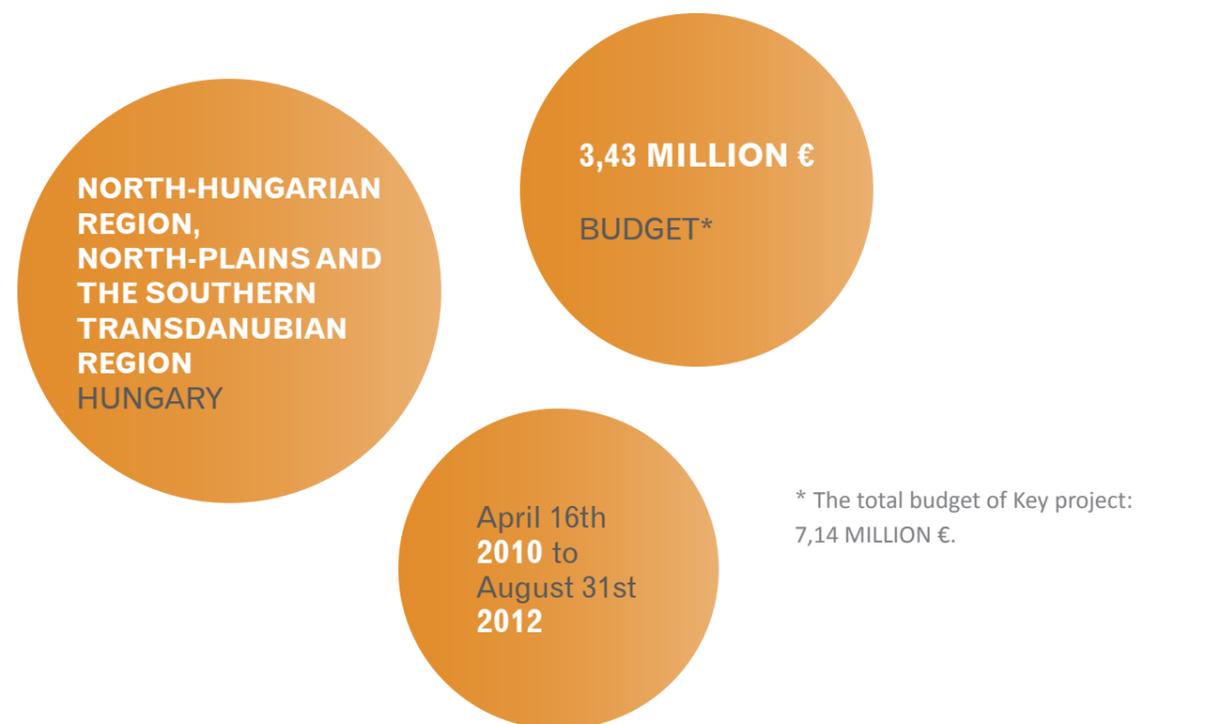
Andras RADVANSZKI | Head of Department
 Coordination Department
 Hungarian Prison Service HQ
 H-1054 Budapest, Steindl Imre u. 8
 Tel.: +36 1 301-8221
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 E-mail: radvanszki.andras@bv.gov.hu; koordinacio@bv.gov.hu

HEAD OF ESF MANAGING AUTHORITY CONTACT DETAILS

Tamas PALITZ MD, MSC
 National Development Agency
 Managing Authority for Human Resource Programmes
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 tamas.palitz@nfu.gov.hu

REINTEGRATION OF OFFENDERS SUBPROJECT

(PART OF THE KEY PROJECT STRENGTHENING SOCIAL COHESION BY CRIME PREVENTION AND REINTEGRATION PROGRAMS)



LEAD PARTNER

Judit Tóth, Head of Support Department.

PARTNER ORGANISATIONS

Ministry of Interior (Implementing organisation)
 National Prison Directorate (prison administration),
 Justice Service of the Ministry of Public Administration and Justice (probation)
 Labour Centres of Government Departments of Jasz-Nagykun-Szolnok and Baranya Counties (labour system)

ABOUT THIS PROJECT

Re-offending rates are currently around 50 % in Hungary. Most of penal institutions are struggling to cope with over-population. There is no (or only incidental) structured collaboration between the institutions and organisations involved with reintegrating (ex)offenders, due to the very different interpretation of crime prevention and reintegration between institutions, and to differences in organisational culture.

Penal institutions do have training structures designed to enhance ETE amongst prisoners, but these programmes are not necessarily based on the needs of the local labour market.

With this in mind, the primary aim of this project was to create professional cooperation between the labour system, probation service and penal institutions in order to achieve the effective reintegration of offenders. We also wanted a focus on increasing expertise amongst professionals involved in offenders reintegration, and to improve cooperation

between the organisations playing a role in offenders' reintegration. Finally, the project aimed to formulate guidelines covering reintegration activities.

The programme provides a four-stage set of services helping the reintegration of prisoners via:

- Information (needs assessment, personal development plans)
- Skills improvement
- Vocational training
- Preparation for release (consulting)

Every partner has a different scope of activities: the Labour Centres provided Reintegration Coordinators working 4 days/week in prison. The Prison Directorate involved Prison Project Officers, who work locally in prisons. The Justice Service took responsibility for Aftercare Coordinators.

Each co-worker has his/her own role in the programme: we use a matrix to define their competences and responsibilities, and it shows the role of the workers by the particular activities, and illustrated how each fitted in to an overall programme structure.

The specific re-integration project aims were developed and implemented with a view to setting up services that can promote the social and labour-market integration through an interdisciplinary approach. Flexibility and inclusiveness must be in-built: the project has to consider the needs of both juvenile and adult offenders, of those in custody and those under parole and must provide a multi-stage set of services within which the individual needs of the offenders are reviewed at every stage.

WHAT DID THIS PROJECT ACHIEVE?

Services for the prisoners can be thought about in terms of these various stages:

Stage 1 covers information; needs assessment, and personal development plans: Prisoners get information on the elements of the re-integration project and on available labour services. An assesment is carried out via questionnaire to build a picture of family background, social connections, skills and qualifications and work experience of the prisoners. A contract is signed in each case when the prisoner decides to join to the re-integration program. Further services may be accessed by means of contract-completions. These completions are prepared on the basis of individual needs:

prisoners select together with the personal helping staff the most appropriate of the listed services.

Stage 2 focuses on skills improvement: Prisoners plan their near future with the active contribution of their helping-staff. Carrier-choice information is available for them. At this stage various means of skills improvement (self-recognition, conflict-resolution, communication, life-management) are implemented.

Stage 3 moves on to vocational training: Those prisoners are involved in this stage, who need to obtain qualifications to have the chance of getting a job after their release (i.e. those, who do not have any profession or are not able to get a job in their original profession). Professions are chosen in accordance with the individual needs of prisoners, taking into account the demands of the labour market as well.

And the final **stage 4** prepares the prisoner for release: In the course of "release coaching" the support staff provide help to obtain personal documents, prisoners are trained in job-searching techniques and receive individual information on job opportunities after release. After release the prisoners keep contact with their personal mentors, who help continue job-hunting, contacting with their families, and with housing arrangements.

Motivation is kept in mind at every stage, which might mean immediate crisis-treatment, or information-giving, or sometimes just means a supportive chat.

REINTEGRATION OF OFFENDERS:

Number Crunching (till 30th April 2012)



By the end of the project:

200 prisoners expected to complete full training
150 prisoners expected to have successful exam

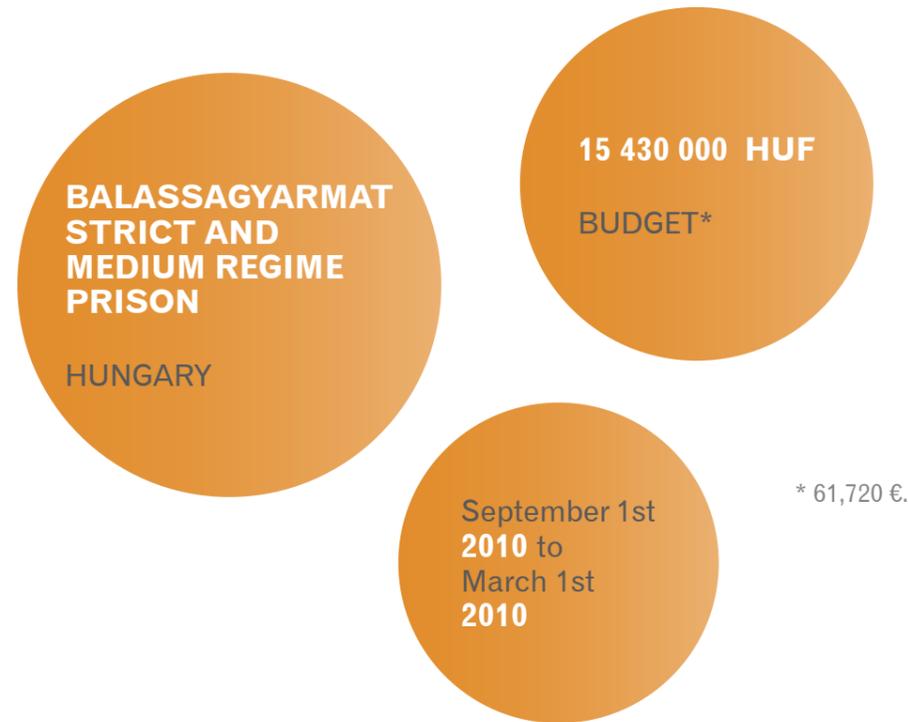
FIND OUT MORE

www.tettprogram.hu



RENOVATION AND REESTABLISHMENT OF THE CHAPEL AND LIBRARY

IN THE PRISON AND PENITENTIARY INSTITUTE IN BALASSAGYARMAT



LEAD PARTNER

Colonel Dr. István Budai,
Governor.

PARTNER ORGANISATIONS

Társadalmi Visszailleszkedést Segítő Egyesület (Supporting Association of Social Reintegration)

EEA Financial Mechanism

Norwegian Financial Mechanism

NGO Fund

ARTTEKA: The Association of Art without Borders (Zsolt Lencsés artist, fresco painter)

ABOUT THIS PROJECT

The main target group of the project was the inmates in Balassagyarmat. Other target group was the persons who actually do the reintegration activity with the prisoners (experts, consultants, voluntaries, priests, assistants etc.). The project however was not only a physical renovation of a monument, but an educative project: prisoners got the opportunity to improve their skills by learning a plastering and mural technique in theory and practice, namely to apply antique lime-based plasters and artistic decoration. They also attended Fresco Therapy, which is a new and unique form of art therapy that has already been used all over the world: it was the very first time fresco therapy had been applied in prison.

The main goal of the project was to involve 70 prison inmates in the renovation of the Balassagyarmat prison chapel and to provide them with a technical education on wall painting and frescos. Inmates were first introduced to an Art Therapy project in prison: Fresco Therapy was then begun with a help of a painter-restorer, Mr. Zsolt LENCSÉS. The

project applied Fresco Therapy (the power of art in social development theory) with a view to help increase inmates' employment opportunities after their release, with specific focus on personal development for multi-disadvantaged persons.

The direct goals and objectives of the project were to re-establish the original function of the prison-chapel, in combination with its current function of a library. The Prison building falls under the protection of the National Monument Heritage, and after 18 months the old stained walls were converted into beautiful frescos.

This project was not an easy choice, because fresco is not a 'soft' art. It needs muscle, brain, focus and talent: among the participants were handicapped persons were actively included, particularly for drawing talent. Indirectly, the project aimed to influence and secure active practice of religion, support, education, and personal development in an appropriate environment for a successful reintegration of inmates into the society.

The consecration of the renovated Balassagyarmat Historic Chapel was on 13 December 2009. At the end of February 2010 the library shelves -fitted to the structure of the chapel- were fixed on the wall.

WHAT DID THIS PROJECT ACHIEVE?

One of the former inmates is making a living today using the knowledge he attained during the project, some others are planning to work with the obtained knowledge and upgrade it in the future.

As a natural consequence of the progress, the prisoners did not want to stop Fresco Therapy, and they themselves initiated a follow-on project. Although the renovation of the chapel is over, the training and personal development still continues. In 2009, a similar training program was established in the Penitentiary Institute and Prison in Márianosztra and in a separate project in Márianosztra Strict and Medium Regime Prison fresco therapy was continued as well. Later the inmates in Balassagyarmat prison started to write poems linked to each fresco and initiated to compose a rock opera. A world famous composer and piano master, Mr. Adam Fellegi heard about this initiation and he himself joined to the project and was working on it. The premiere of the rock opera performed by inmates titled „The Good Samaritan” was in December of 2010 for the one-year anniversary of the consecration of the renovated historic Balassagyarmat Prison Chapel.

FIND OUT MORE

www.gyarmatbv.dyndns.hu/html

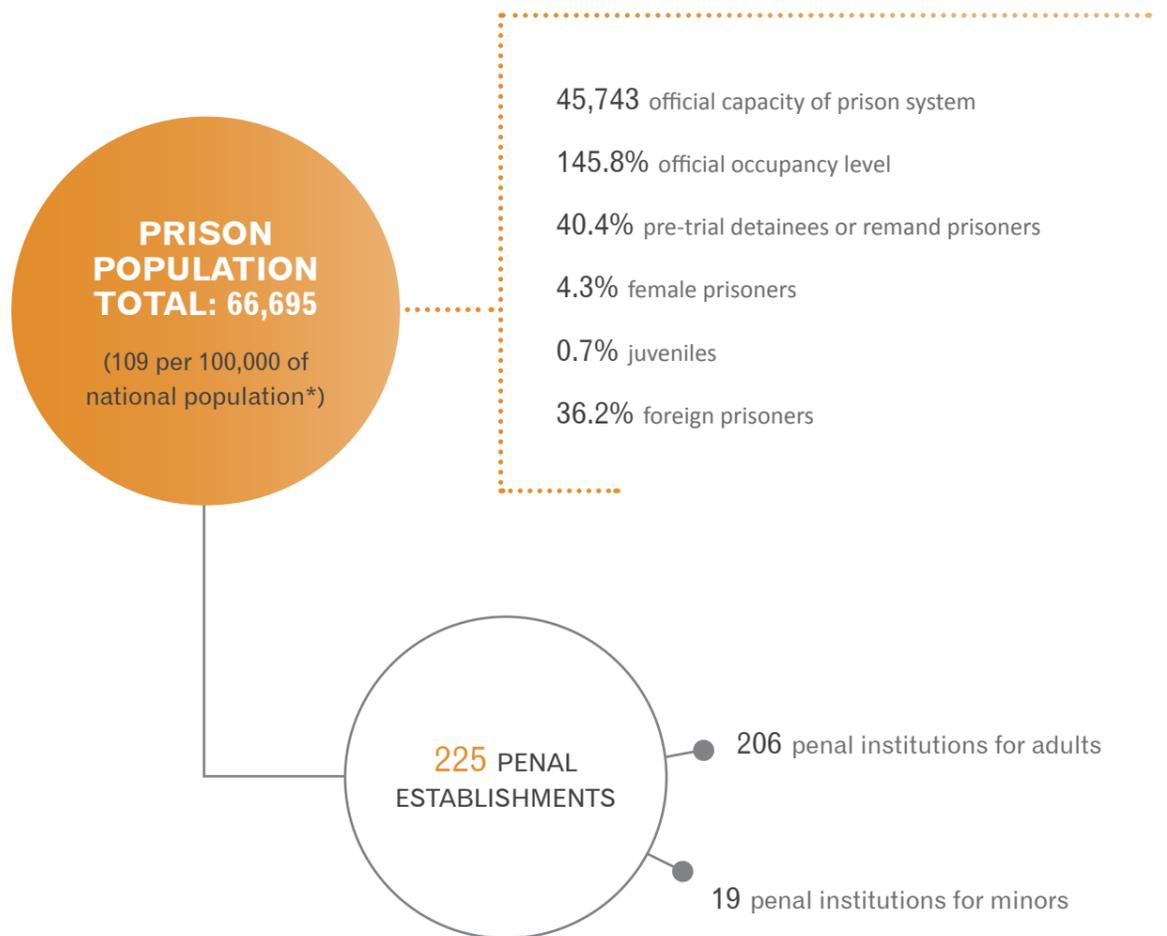
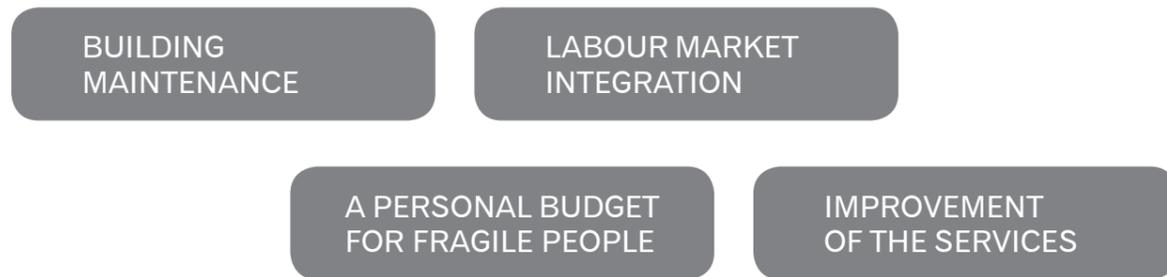
<http://www.eeagrants.org/id/2637>

<http://culturalheritage.kodexconsulting.com/2010/05/29/balassagyarmat-prison-fresco-therapy/>

<http://www.gyarmatbv.axelero.net/tvse.html>



ITALY



At 31.03.2012
(Ministry of Justice - not including those in institutions for minors, of whom there were 503 at 30.06.2011)

* Based on an estimated national population of 60.98 million at end of March 2012 (from Eurostat figures).

ITALY AND ExOCOP

Italy has been a partner within ExOCOP since 2009, and is represented on the steering group committee by the Transnational Cooperation Unit of ISFOL, the national Institute for the Development of Vocational Training of Workers. Italy participates at the network with Ministry of Labour and Social Policies – Directorate General for Passive and Active Labour Policies, ISFOL, Ministry of Justice - Penitentiary Administration Department, and Juvenile Justice Department, and four Regions: Emilia-Romagna, Lazio, Lombardia and Tuscany.

All partners have been actively involved in the workplan of the network, and have hosted a workshop on Youth offenders (hosted by Lombardia region) and a workshop on Networking of Institutions (hosted by Emilia Romagna region). Finally, the Networking Seminar was hosted in Rome in November 2010.

The Ministry of Labour – with the assistance of the transnational cooperation unit of ISFOL – set up in 2008 an ESF National board for the reintegration of persons under penal prosecution. As well as ISFOL, this board included broad range of inter-agency stakeholders and aims to coordinate Italian transnational participation. Thanks to the fruitful cooperation with foreign partners Ministry of Labour and ISFOL together with Regione Emilia Romagna and Regione Piemonte organized two national seminars for local practitioners in Bologna (November 2011) and in Turin (May 2012).

ESF AND PRISON

ESF in Italy is managed either at central level and at local level. Ministry of Labour and Social Policies is the Managing Authority for National Operational Programmes. Regions and Autonomous Provinces manage Regional Operational Programs.

During the previous Programming period ESF - funded EQUAL projects devoted to the target groups of offenders and ex-offenders, were geared towards setting up a national network. In the current 2007-2013 programming period, the target group is recognised in an high number of Regions.

In 2009 the ESF National board for the reintegration of persons under criminal prosecution – chaired by Ministry of Labour and Social Policies, conducted through Isfol Transnational Cooperation Unit a National survey on projects supporting the integration of (ex-) offenders, detailing more than 90 projects (report available on exocop.eu).

These regionally and provincially funded projects directly target final beneficiaries with guidance, vocational training and personal care services. Furthermore many projects influence and inform the agendas of, and inter-agency relationships between, organisations in charge of the inclusion of offenders.

The Ministry of Justice and 15 Regions are conducting a national project co-funded by ESF called Intervention for the improvement of the services aimed at the social reintegration of offenders. Details can be found on our website.

PRISON ADMINISTRATION CONTACT DETAILS

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Co-ordinator for ESF Projects
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Or: luigia.mariotticulla@giustizia.it

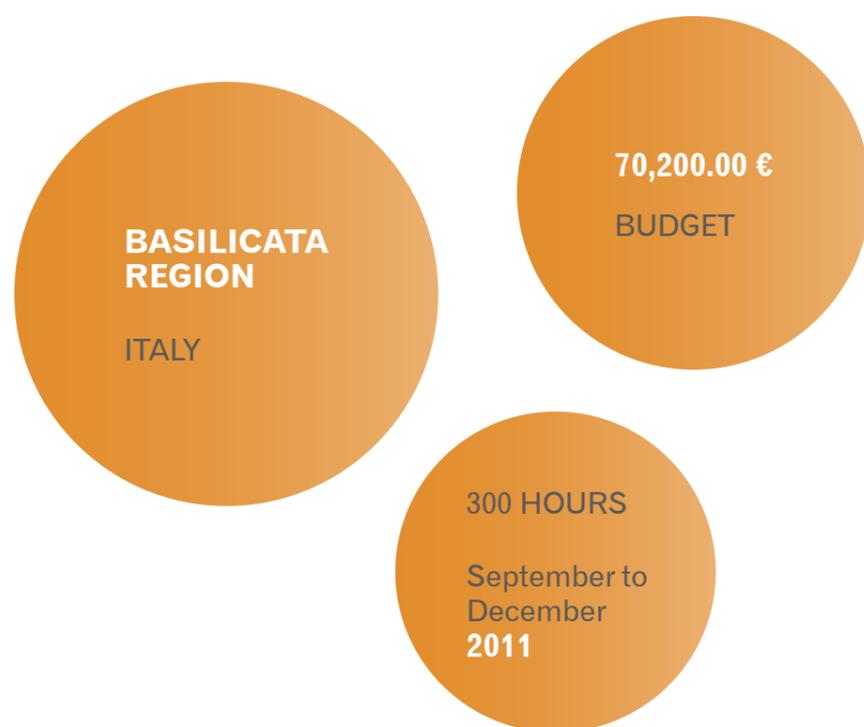
Postal address:
Largo Luigi Daga, 2
00164 Roma
ITALY

HEAD OF ESF MANAGING AUTHORITY CONTACT DETAILS

ESF Managing Authority for National Operational Programmes
Ministry of Labour and Social Policies
Directorate General for Passive and Active Labour Policies
Mrs. Marianna D'Angelo
Tel: 0039.06.46835522
Email: DGPOFDIVIII@lavoro.gov.it

Italy National Contact Point for Transnational Cooperation
Mrs. Lucia Scarpitti
Tel: 0039.06.46834149
Email DGPOFDIVII@lavoro.gov.it

AQUIRING SKILLS IN BUILDING MAINTENANCE



LEAD PARTNER

Dr Parziale Salvatore.
AGEFORMA - Agenzia Provinciale per L'istruzione e La Formazione Professionale L'Orientamento e L'Impiego

PARTNER ORGANISATIONS

Matera – Contrada Rondinelle s.n. (S.S. 99)
Ministry of Justice - Prison of Matera
Province of Matera

ABOUT THIS PROJECT

The cultural and social context, the problems of individuals subject to the provision of judicial authority, the problems of integration of third country nationals, the multiple personal social and family disintegration, unemployment, require institutions to propose and implement guidelines and actions that affect the prison population.

The beneficial effects of training on (ex) offenders are tangible both inside and outside the prison walls: enhanced training was the key driver of this project.

The project determined that for vocational training to have best effect, prisoners should be engaged in structured and continuous training activities before and after their prison sentence, having a long-term effect on their attitudes and behaviour which influence their resettlement.

The vocational training course “Acquiring skills in building maintenance” was addressed to a group of prisoners of the prison of Matera, who wanted to experience a training activity that could give them the opportunity to acquire knowledge and skills in an industry that has real potential employment opportunities.

WHAT DID THIS PROJECT ACHIEVE?

The training course consisted of transversal and specific interventions related to small building maintenance, activities that require skills and competencies to carry out, such as demolition, wall restoration, plastering, tiling and flooring. Activities undertaken improved the quality of the new acquired profession, but also included soft skills such as communication and relationship-building. The prisoners were given a role that could in turn help them (re) build their social and working lives.

Demand for training is an emerging need within the prison system: training breaks the boredom of routine, and is a tool to provide expertise and valuable professionalism in the workplace. Positive outcomes of training interventions have been seen on the educational level as well as on the social and professional ones.

This training activity has strategically aimed to strengthen the social inclusion of individuals subject to the judicial authority and has helped fight discrimination in the local labour market. It also aimed to recover and develop the (ex)offender’s inner potential, in order to achieve increasing levels of self-confidence, autonomy and workplace professionalism.

FIND OUT MORE

<http://www.ageforma.it/>

SERVICE TO PROMOTE LABOUR MARKET INTEGRATION



LEAD PARTNER

Giacomo Sarti.
CEFAL BOLOGNA on behalf of the Province of Bologna

PARTNER ORGANISATIONS

Emilia Romagna Region
Municipality of Bologna
Employment Centre of Bologna
U.E.P.E (Italian probation and parole service)
ASP Poveri e Vergognosi (state-owned company that provides social services)
Vocational Training centres
Local NGO's

ABOUT THIS PROJECT

More correctly thought of as a service, provided by CEFAL on behalf of the Province of Bologna, to offenders incarcerated in Casa Circondariale, and to ex-offenders or people on parole who live in the province. Present in some form since 2002, over the years this service has been constantly implemented and constitutes a specialist service which now well integrates the numerous services provided by the employment centre.

There are two counter services, one is located inside the prison and addressed to convicts, and the other is based inside the Employment Centre of Bologna and is addressed to ex-convicts and people on probation or parole. This service aims to increase the employment opportunities for the target group since - partly due to the deprivation of

liberty – they themselves are not in suitable condition to look for and obtain a job which is consistent with their skills and qualifications: In our experience, people under criminal prosecution have low education levels, a lack of training experiences and have mostly worked low skilled and temporary jobs. Moreover, they do not have the knowledge and soft skills they need to address the labour market (e.g.: how to write a CV, what are the methods of active job search, how to have a successful job interview, which are the public and private agencies that offer employment).

By planning and implementing a pathway for the reintegration into the labour market of convicts detained at the Casa Circondariale (prison) of Bologna, of people on probation or parole, and of ex-convicts and/or their participation in training courses, through a specialist service integrated to the activities carried out by the Employment Centre of Bologna. There is a Project Technical Group in charge of leading the service and ensuring its strategic implementation.

The ultimate goal of the service is to increase the employment opportunities of the service beneficiaries through information, counselling and guidance activities, as well as by supporting their transition to work.

WHAT DID THIS PROJECT ACHIEVE?

The Counter Services provide welcoming services, offer easy-access information on the services available local employment centres, carry out guidance and counselling group interviews, support in finding local businesses, as well as support in case of integration into the labour market through transition measures. As well as information, they provide counselling, guidance, support and assistance, and undertake promotional activities.

Much focus has been given to the training and expertise of Counter Service personnel, so that they are able to support the integration of “disadvantaged” users into the labour market, particularly convicts and ex-convicts: they have an excellent ability to listen and observe in order to understand the user’s needs, their good problem solving skills provide solutions even to unexpected problems. Staff also have good knowledge of employment legislation and hiring procedures for different categories of workers, and the ability to use data banks and computer-based archives.

Counter Services Staff also provide “motivational interviewing”: Tailored interventions provided within the activities carried out by the service counter located inside the prison. Motivational interviewing is aimed at identifying people’s profiles in terms of social, cognitive, motivational and aptitude traits, so as to plan adequate reintegration programmes. Staff have experience in motivational and group interviewing, as well as in activities addressed to people in difficult situations.

NUMBER OF OFFENDERS THAT USED THE SERVICE

Between September 2008 and January 2012



1109 incarcerated offenders
178 ex-offenders, people on probation or parole
1-4 interviews per participant

FIND OUT MORE

www.cefal.it



A PERSONAL BUDGET FOR FRAGILE PEOPLE



LEAD PARTNER

Renato Pirola.
Lombardy Region, DG
Education, Training and
Employment

PARTNER ORGANISATIONS

(no other partners are involved)

ABOUT THIS PROJECT

This initiative from the Lombardy region focusses on fragile people such as ex-offenders often have financial difficulties in accessing and re-integrating themselves in the labour market and into society. This approach puts a value on human resources, in order to guarantee better equity for fragile citizens, and to improve their social and labour market inclusion.

The DOTE tool (literally meaning a 'dowry' or 'personal budget') is factored into all Lombardy Region policies for Education, Training and Employment. This "personal budget" is provided by the Region to citizens in order to buy training or employment services from a set of acknowledged organizations (training or employment centres).

The project DOTE SOGGETTI DEBOLI specifically addresses the needs of people who are under detention in the Lombardy prisons or allowed to alternative measures to detention. The region works with Prison Governors to ensure

offenders have access to training or employment services provided by the right acknowledged organizations (training or employment centres) inside the prison or outside if the offenders and have access to alternative measures to detention.

The offenders involved in the project develop a Personalized Plan of Intervention and, according to their situation and needs, they can choose between two different plans:

- a plan including training services
- a plan including a working experience

The services that can be included in the Personalized Plan of Intervention are the following ones:

- Individual interview (1st level);
- Individual interview (2nd level);
- Definition of the Personalized Plan;
- Monitoring, coordination and management of the Personalized Plan;
- Short or long vocational training course;
- Tutoring and orienting counseling;
- Scouting and active research of work;
- Working experience (for a maximum of 5 months).

WHAT DID THIS PROJECT ACHIEVE?

The total number of beneficiaries from this project to date is 3,472.

A new edition of this project, very similar to the previous one but improved in many areas, started in October 2011 and it now on-going; it is called "Dote Formazione e Lavoro Soggetti Deboli" ("Personal budget for Training and Employment of Fragile People") and the total budget for this new project is € 4.050.000.

FIND OUT MORE

www.formalavoro.regione.lombardia.it



Regione Lombardia

INTERVENTIONS FOR THE INTER-REGIONAL AGREEMENT AIMED AT THE SOCIAL REINTEGRATION OF OFFENDERS



LEAD PARTNER

Dr Luigia Mariotti Culla.
Ministry of Justice of Italy,
Department of Penitentiary
Administration

PARTNER ORGANISATIONS

Regions of Lombardia, Lazio, Sardegna Piemonte, Liguria, Emilia Romagna,
Friuli Venezia Giulia, Toscana, Umbria, Marche, Abruzzo, Basilicata,
Calabria, Puglia, Sicilia.

ABOUT THIS PROJECT

The main objective of this project to improve nationally, by means of the Inter-regional Agreement, the qualitative standards of interventions for the social and work reinsertion of individuals subject to penal execution, promoting involvement, effective synergies and concerted planning between State, regional and local authorities, private firms, third sector organisations, volunteers, and the community, in order to work more effectively toward the goals of social and work reinsertion, of reducing re-offending, and of crime prevention, crucial for a safer society.

The implementation of the Project is guided by a Steering Committee, made up of the Department of Penitentiary Administration - General Directorate of External Penal Execution, and of representatives from the Regional Authorities of the 15 Regions involved* and from the two Autonomous Provinces of Trento and Bolzano. One Regional Government (Lombardia) along with the abovementioned General Directorate, acts as inter-regional co-ordinator.

WHAT DID THIS PROJECT ACHIEVE?

As a starting point, the project looked at the best practices achieved within the Community Programmes 2000-2006 in the area of social and work reinsertion of persons under penal execution.

Secondly, strengths were identified such as integrated governance, joint analysis for the identification of current needs, and shared and targeted planning of interventions.

The last step is to shift from single successful projects to an integrated system action, to be shared by all bodies involved.

Local governance is being strengthened and integrated, with the promotion of 'socially responsible' interventions of businesses, third sector organisations, volunteers, social cooperatives, and active citizens, are being promoted through the following actions:

- Review and analysis of the state of the art of interventions for the social and work reinsertion of those under penal execution;
- Identification of the best performing organizational models in that area;
- Definition of flexible organisational models for social/work reinsertion of offenders, to be adjusted eventually to different local contexts;
- Testing of the selected organisational models;
- Joint training of local persons of reference, after the testing phase;
- Commitment by local authorities to pursue security and law and order policies;
- Dissemination at national level;
- All actions are subject to monitoring and assessment.

FIND OUT MORE

www.giustizia.it

ALTERNATIVE MEASURES

Total Figures

As at 30/04/2012

TYPE	NUMBERS	
ENTRUSTMENT TO SOCIAL SERVICE		
Persons convicted from LIBERTY	4.766	
Persons convicted during DETENTION *	2.502	
Drug / alcohol addicts convicted from LIBERTY	1.002	
Drug / alcohol addicts convicted during DETENTION *	1.913	
Convicted drug / alcohol addicts under PROVISIONAL MEASURES	342	
AIDS affected persons convicted from LIBERTY	2	
AIDS affected persons convicted during DETENTION *	40	
TOTAL	10.567	
SEMI-LIBERTY		
Persons convicted from LIBERTY	86	
Persons convicted during DETENTION *	803	
TOTAL	889	
HOME DETENTION		
	di cui	By Law no.199/2010
Persons convicted from LIBERTY	3.067	645
Persons convicted during DETENTION *	4.562	2.163
Convicted under PROVISIONAL MEASURES	2.100	
AIDS affected persons from LIBERTY	16	
AIDS affected persons from DETENTION *	22	
MOTHERS/FATHERS convicted from LIBERTY	6	
MOTHERS/FATHERS convicted during DETENTION *	16	
TOTAL	9.789	2.808

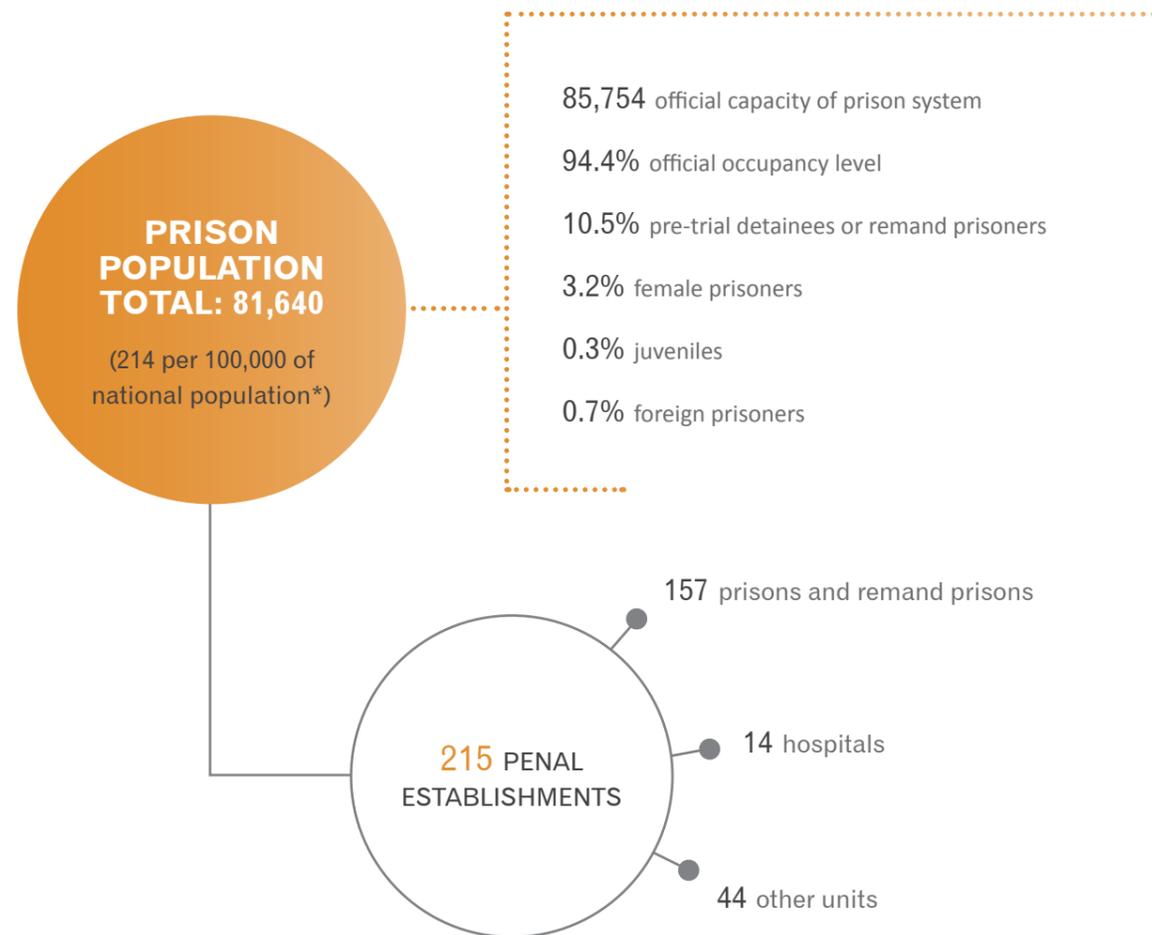
* from DETENTION = coming from prison or home detention (art. 656 c 10 Criminal Procedure Code) or home detentzion

This table breaks down Italy's offenders by social service, giving a fuller picture of the challenges of socially responsible national reintegration of offenders.

POLAND

DOGOTHERAPY

VOLUNTARY WORK OF PRISONERS



* Based on an estimated national population of 38.24 million at end of March 2012 (from Eurostat figures).

At 31.03.2012
(National Prison Administration)

POLAND AND ExOCOP

Poland has been an ExCoOP partner since 2009 and in June 2011 hosted the fourth ExCoOP seminar Special Groups, bringing together recommendations and good practice from our workshops on young offenders, minorities and women.

ESF AND PRISON

ESF funding in Poland comes via the Ministry of Finance to the Ministry of Justice and the Prison Service. The Ministry of Regional Development is responsible for signing project agreements, and Poland currently has 4 ESF projects running until 2014 for which the Prison Service receives direct funding. The Prison Service is therefore responsible for preparing a national spending strategy for ESF monies allocated.

PRISON ADMINISTRATION CONTACT DETAILS

Jacek Włodarski | Director General

Central Board of Prison Service (Centralny Zarząd Służby Więziennej)

Ul. Rakowiecka 37A, PL-02-521 WARSAW, Poland

Tel: +48 22 640 8311 or 8501 | Fax: +48 22 640 8312 or 8332

Web: www.sw.gov.pl

HEAD OF ESF MANAGING AUTHORITY CONTACT DETAILS

Elżbieta Bieńkowska | Minister of Regional Development

Ministry of Regional Department (Ministerstwo Rozwoju Regionalnego)

Ul. Wspólna 2/4, 00-926 WARSAW, Poland

Tel: +48 22 461 3000

DOGOTHERAPY

FRIENDS - A DOG IN THE CELL



LEAD PARTNER

Roman Paszko, Agnieszka
Terechowicz.

PARTNER ORGANISATIONS

Foundation 'Ama Canem'
Foundation 'Dog lifeguard'
Foundation 'Czeneka'
The Animal Protection League 'Ciapek'

ABOUT THIS PROJECT

This project aimed to tackle emotional instability amongst inmates at Hajnówka Remand Prison in Poland, and underlying aggression towards fellow prisoners and officers. Prisoners at average or high risk of returning to a criminal lifestyle were selected to work with dogs from a local shelter to train and prepare them for adoption.

Prisoners underwent intensive courses on dog training and care, offered by a variety of local experts. Creating positive relationships both between animal and man and between fellow prisoners, this project helped improve communication skills, problem solving and improving their tolerance for frustration. The shelter dogs became more likely to be adopted, reestablished trust in humans and got plenty of good exercise.

WHAT DID THIS PROJECT ACHIEVE?

Prisoners underwent skill testing and psychological evaluation which helped the project build on what they had. Inmates we in turn given the opportunity to evaluate the project individually and in groups.

Friends: a dog in the cell was covered widely by local and national press, including its own promotional video which was shown on TV and on the internet (link below).

FIND OUT MORE

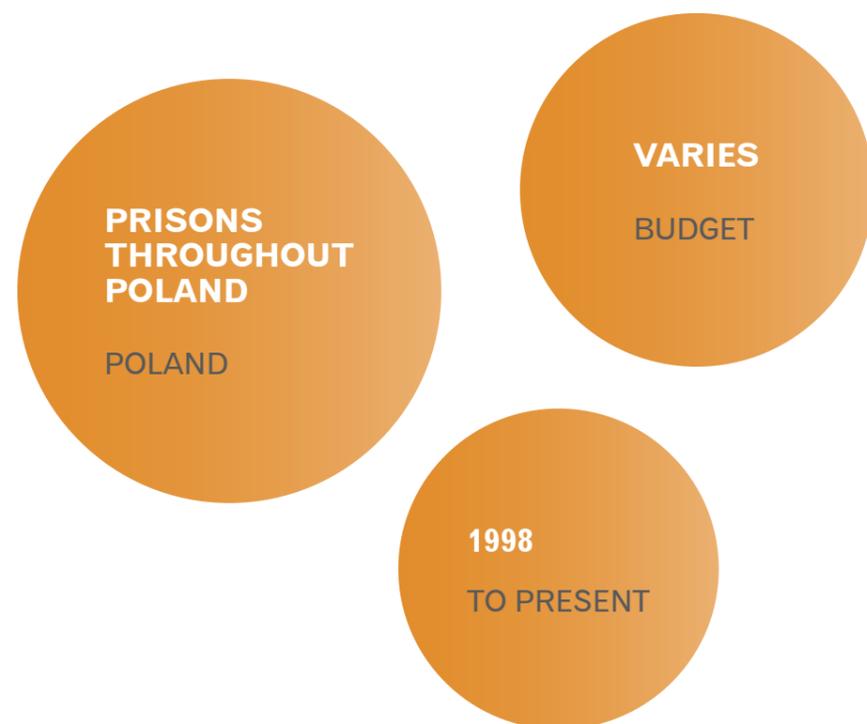
Link to promotional video:

<http://sw.gov.pl/pl/galerie/video,33,1.html>



VOLUNTARY WORK OF PRISONERS

PRISONER VOLUNTARY WORK SCHEME



LEAD PARTNER

Agnieszka Bochniewicz.

PARTNER ORGANISATIONS

Prison Service

Hospice Service

Gdańsk Hospicy Foundation

ABOUT THIS PROJECT

One of Polish Penal Code's stated aims of imprisonment is to encourage an inmate to co-operate in socially desirable attitudes, especially a sense of responsibility and the need to observe rule of law. This project sees prisoners helping some of the most needful people in society: the handicapped, terminally ill people, with an innovative form of co-operation between prisons, hospices and care homes for disabled people and people of advanced age.

The initiative began in the 1990's in Lubliniec, Kwidzyń and Żytkowice. Thanks to visible positive effects of the work of convicts, and the impact this had on their own attitudes, volunteer work of imprisoned persons began to be promoted on a local and national level.

Many similar projects quickly sprang up and in 2008, a quick census of over 60 penitentiary facilities across Poland showed more than 800 were involved in voluntary work from gardening to refurbishments to preparing meals for the

sick. Not only this, but the project notably enhanced co-operation between 15 penitentiary facilities and the Hospice Foundation based in Gdańsk. This activity has been presented widely on the official web site of the Foundation.

WHAT DID THIS PROJECT ACHIEVE?

Prisoners showed an increased interest and genuine engagement in daily work. They became involved in other initiatives organized by hospices and care homes. Special courses were developed in penitentiary facilities, not only for potential volunteers, but also for other convicts and for Prison Service Officials.

As more prisoners showed genuine concern for the well-being of those less advantaged, the project evolved to help volunteers-convicts in medical care of patients. The convicts were trained by medical personnel in the range of education within the basic medical and nursing aid (first aid). A percentage of convicts completed professional vocational trainings with the focus point of palliative care and received appropriate certificates.

The next step was the involvement of convicts in the direct care of patients in co-operation with nurses. The convicts helped feeding the patients, they assisted in walks and excursions, in preparation and carrying out of hygiene and nursing activities. The work of volunteers-convicts is appreciated and popularized by the media.

FIND OUT MORE

www.sw.gov.pl

<http://www.hospicja.pl/akcje/article/7895/7896.html>

<http://www.hospicja.pl/akcje/article/7895/8985.html>

<http://trojmiasto.gazeta.pl/trojmiasto/1,35612,5836053.html>

http://zdrowie.trojmiasto.pl/Nie-taki-wiezien-zly-jak-go-maluja-n30095.html?&id_news=30095&strona=1

The symbol of the reward:



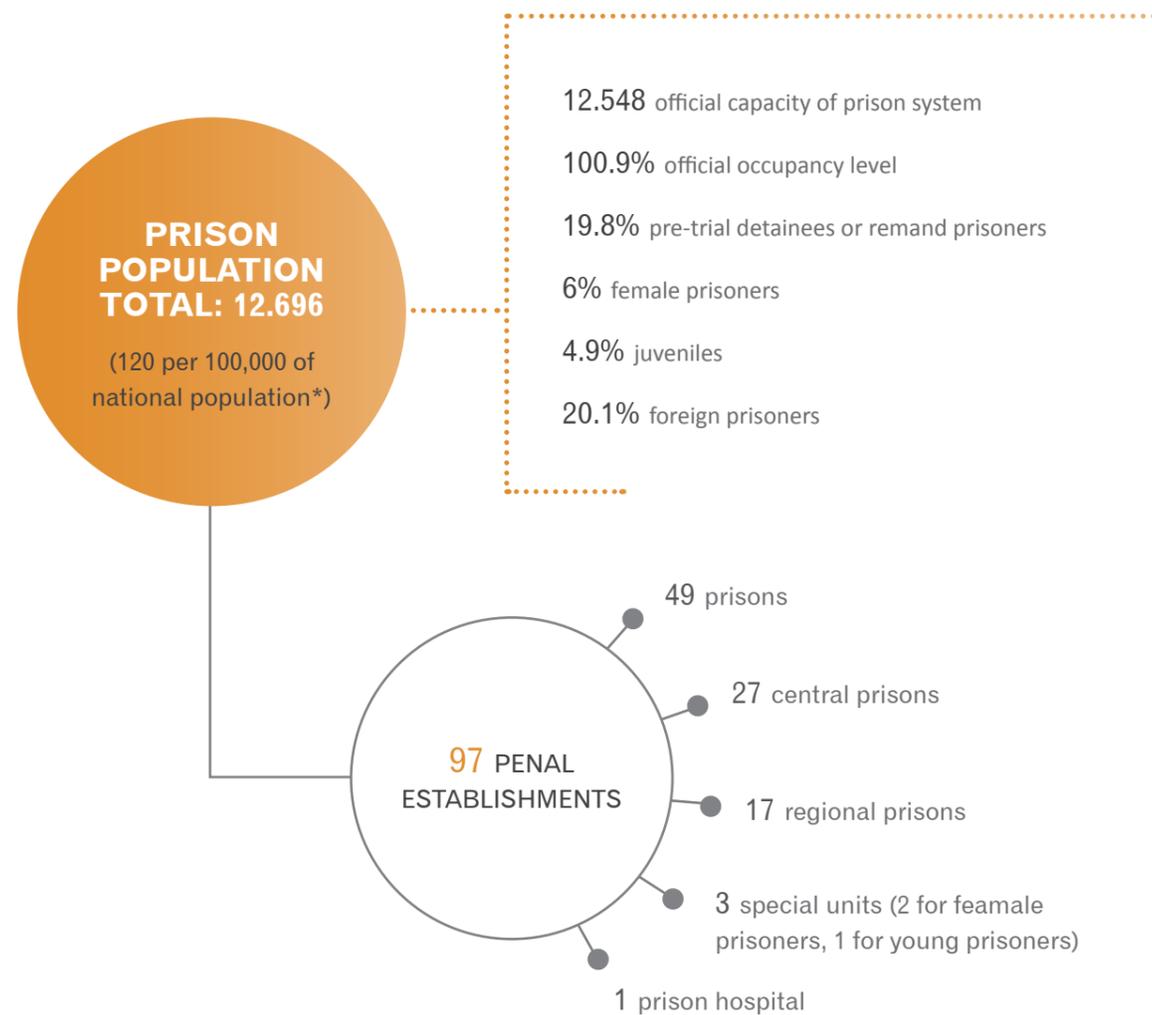
CRYSTAL SCALES OF JUSTICE



PORTUGAL

OPENDOOR

THE METHODOLOGICAL GUIDE FOR VOLUNTEERING IN PRISON



* Based on an estimated national population of 10.555.863 million at 31-12-2012 from INE.pt.

At 31-12-2011
(National Prison Administration)

PORTUGAL AND ExOCOP

The Portuguese prison service has been an active partner of the network, hosting one Workshop (Assessment and Sentence Planning), in December 2010, that involved more than 20 experts, representing 9 member states, along with the participation in various other network activities.

This participation was very enriching, by sharing common viewpoints with the rest of the partners, regarding the approach to specific problems reinforces the cohesion and defends in a more sustainable way the adoption of an intervention strategy or priority, and by integrating experiences and results contributing to the modernization of intervention models and, consequently, to the increase of the system's effectiveness, besides contributing decisively to the stimulation of professionals working there daily, and consequently to a higher commitment and performance at work.

ESF AND PRISON

In Portugal, the managing authority for the social funding has a double supervision, simultaneously by the Ministry of Economy and the Ministry of Social Security. Depending on the type of project, there are different lines of financing, each of them with a specific coordinating national agency or board, which are responsible for the transfer for the beneficiaries of the respective funding, and also for the supervision, evaluation and control of the finance execution of the projects funded by ESF.

PRISON ADMINISTRATION CONTACT DETAILS

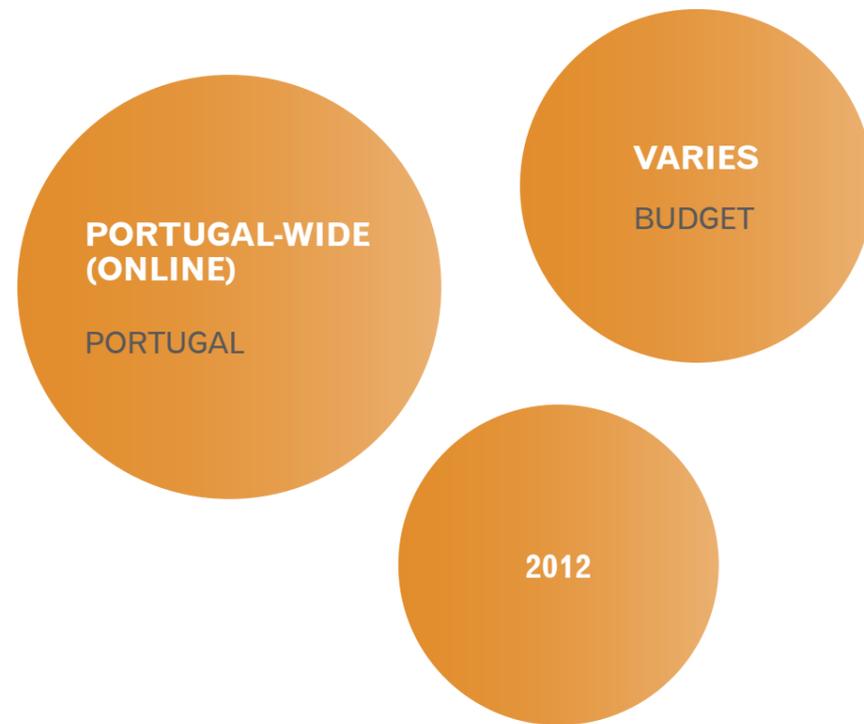
Mr Rui Sá Gomes
Direcção-Geral dos Serviços Prisionais
Travessa da Cruz do Torel, nº1
PT 1150-122 Lisbon
Portugal

HEAD OF ESF MANAGING AUTHORITY CONTACT DETAILS

The Head of the Managing Authority of ESF:
Rosa Maria Silva
President of the Directive Board
Instituto de Gestão do Fundo Social Europeu, IP
Rua Castilho, nº. 5 - 8º andar
1250-066 Lisboa
Portugal

OPENDOOR

PROMOTING THE REINTEGRATION OF INMATES AND THE INCREASE OF THE ECONOMIC ACTIVITIES OF THE PRISON UNITS



LEAD PARTNER

Jorge Filipe Sanches Monteiro,
Centro de Competências para a Implementação e Gestão de Programas.

PARTNER ORGANISATIONS

I.Zone Knowledge Systems

ABOUT THIS PROJECT

Virtual Product Showcase of the General Directorate of the Portuguese Prison Services.

This initiative is a way for all citizens to meet more closely the activity developed inside the prison units in Portugal, particularly in the area of prison work and prison industries.

This online portal is an “open door” to showcase of some of the products provided and services performed by inmates, and it’s also an invitation toward the society in general, but in particular to private companies, to present their contribution to the demanding process of social reintegration.

In this “virtual storefront” we can find a great variety and diversity of products made inside the prison units, and also detailed information about each one, as well as the places where they are made.

In a prospective approach toward the society, those who are interested in purchasing some products should contact the prison for more detailed information on the price and forms of acquisition of the respective products. The revenue from the sale of the products reverts to the process of social reintegration of people deprived of liberty.

The approximation to the real working conditions and the stimulation of personal, social and professional skills are two main vectors, among others, of the basic process of rehabilitation and social reintegration that is practiced daily in prison.

WHAT DID THIS PROJECT ACHIEVE?

Through the promotion and marketing of products and services that result from this work, the right conditions have been created for ex-inmates to engage in a meaningful work activity once they leave prison for liberty. This will allow them to better integrate in the society.



	Alfaiataria Estabelecimento Prisional de Paços de Ferreira Telf. 255 861 456 + Ver Detalhes
	Cerâmica/Olaria Estabelecimento Prisional de Paços de Ferreira Telf. 255 861456 + Ver Detalhes
	Encadernação Estabelecimento Prisional de Coimbra Telf. 239 793 800 + Ver Detalhes
	Estofaria Estabelecimento Prisional de Vale de Judeus Telf. 263 486 291 + Ver Detalhes

Hotel de cães/Cinotécnica
Estabelecimento Prisional do Linho
Telf. 219 240 446
Estabelecimento Prisional de Monsanto
Telf. 217 782 111

O Estabelecimento Prisional do Linho dispõe de um Canil com campo de treino e boxes para alugar a particulares. Foi construída recentemente uma casa de madeira para o acolhimento dos animais.
No Estabelecimento Prisional de Monsanto pode também encontrar um Hotel para cães com condições acolhedoras e de qualidade reconhecida.



Produtos Relacionados

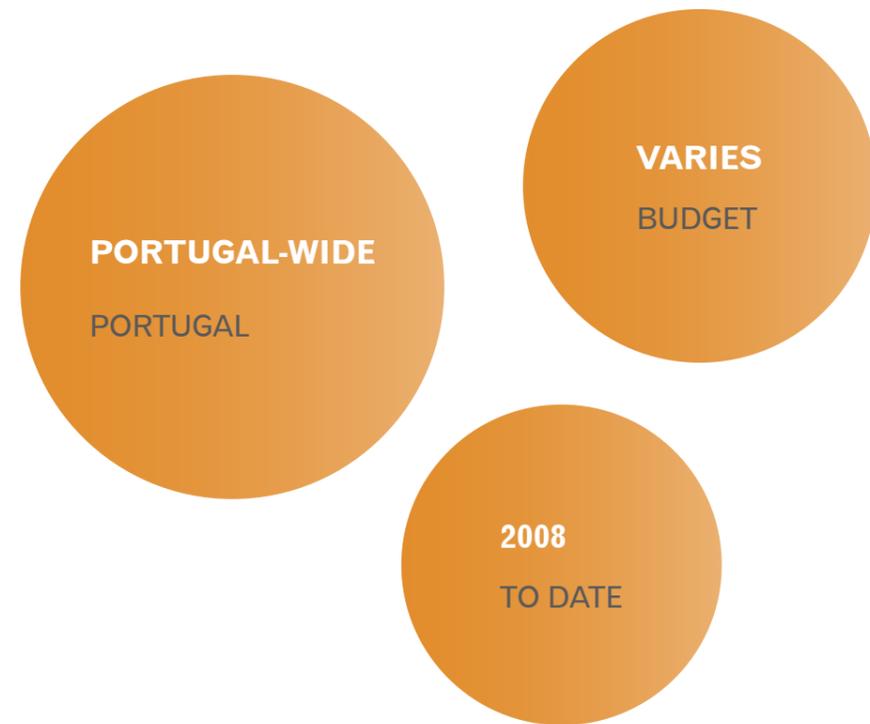


FIND OUT MORE

www.portaaberta.dgsp.mj.pt



THE METHODOLOGICAL GUIDE FOR VOLUNTEERING IN PRISON



LEAD PARTNER

Jorge Filipe Sanches Monteiro,
Centro de Competências para
a Implementação e Gestão de
Programas.

PARTNER ORGANISATIONS

None.

ABOUT THIS PROJECT

This project aimed to standardize the volunteer management in prison, and to provide specific information on volunteering in prison. It was structured in such a way that this would contribute to the implementation strategies that promote volunteering activities. It also provided training for volunteers, to build on their activity and give offenders that was valuable and enriching, but also safe.

The product “Management of Volunteers in prison” is composed of three independent sub-products:

- The methodological guide for volunteer management, designed to be used by managers of volunteer;
- Training manual for promoters of volunteering;
- Training manual for the volunteer, with specific information about the host institution, which allows a better integration according to the institutional reality.

WHAT DID THIS PROJECT ACHIEVE?

The development of volunteer management program involved the following steps:

1. Identification of the needs and expectations of the prison/beneficiary;
2. Outlining the areas of intervention;
3. Recruiting;
4. Selection;
5. Volunteers training;
6. Unfolding of volunteering activity;
7. Monitoring (quarterly);
8. Evaluation;
9. End of project.

In 31-12-2011



235 projects
4661 activities
4453 inmates
799 volunteers

88 volunteering associations

48 prison units with volunteering projects



FIND OUT MORE

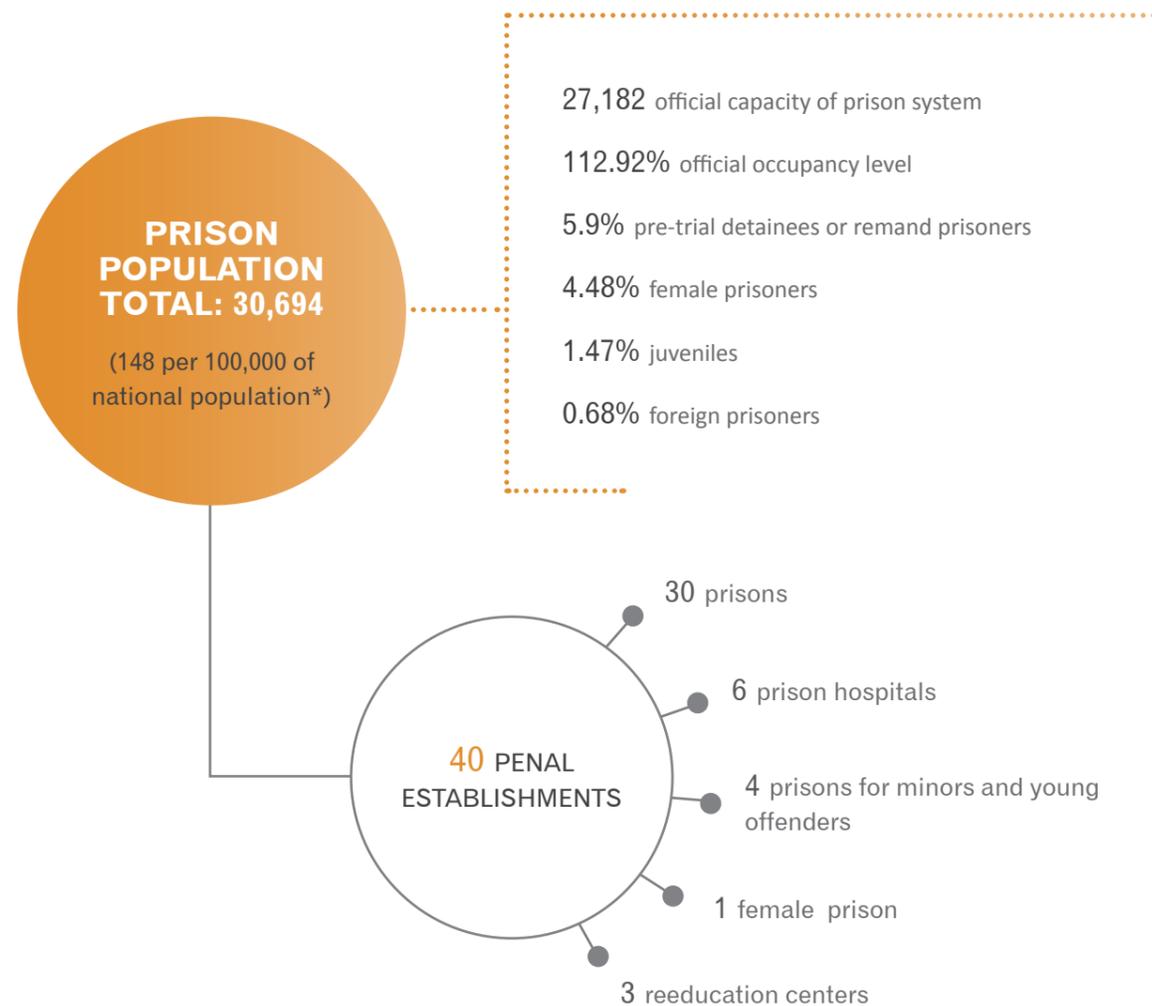
www.dgsp.mj.pt

ROMANIA

TRAINING PROGRAMS AND
LABOUR MARKET INTEGRATION

BETTER EDUCATION AND
INFORMATION OF THE SOCIETY

ART THERAPY IN THE
PENITENTIARIES



* Based on an estimated national population of 21.35 million at April 2012 – from Eurostat figures.

At 01.01.2012
(National Prison Administration)

ROMANIA AND ExOCOP

The Romanian prison service has been a partner in EXOCOP since the beginning of the project and an active member of the Steering Group. Representatives of Romanian prison service have participated in the majority of the meetings organized through the project workshops and seminars, exchanging their expertise in these fields. In June 2010, the Romanian prison service organized workshop 9, Preparation for Release in Bucharest.

The Romanian prison service facilitated the link between EXOCOP and ICPA and EPEA. The Romanian membership of the EPEA board ensured a presentation of EXOCOP at the annual meeting of EPEA, held in October 2011 in Manchester UK.

ESF AND PRISON

ESF in Romania is funding projects through Labor Ministry under The Sectorial Operational Program of Human Resources Development. In the period 2008 -2011 2 strategic projects and 2 grants were implemented by the prison service. Currently the prison service has in implementation as contractor or partner 5 projects managed at central level and another 5 at the prisons level.

PRISON ADMINISTRATION CONTACT DETAILS

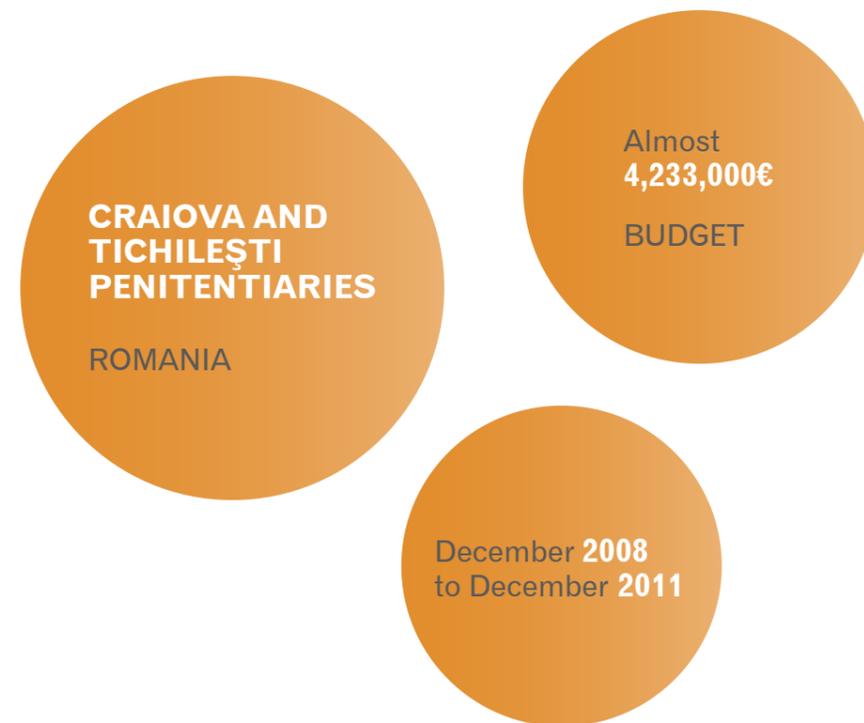
Dr Ioan Bala | National Administration of Penitentiaries
Str. Maria Ghiculeasa No 47
RO-72228 Bucharest, Romania

HEAD OF ESF MANAGING AUTHORITY CONTACT DETAILS

Mrs Carmen Roşu | General Director
Ministry of Labour, Family and Social Protection Managing Authority of Sectorial Operational Program for Human Resources Development
Bucureşti Str. Scarlatescu nr. 17-19, Cod 011158 Bucharest, Romania

TRAINING PROGRAMS AND LABOUR MARKET INTEGRATION

IMPROVING ACCESS TO YOUNG PEOPLE IN PRISONS TO TRAINING PROGRAMS AND LABOUR MARKET INTEGRATION DURING AND AFTER THE EXECUTION OF PRISON SENTENCE



LEAD PARTNER

Daniela Biliac.

PARTNER ORGANISATIONS

National Administration of Penitentiaries from Romania – applicant
Ministry of Justice from Austria
Austrian Association of Social Workers (an Austrian NGO)
Penitentiary for Youngs and Minors Craiova
Penitentiary for Youngs and Minors Tichilești
Centre for Continuing Training and Assessment of Social Work Competency (Romanian NGO)

ABOUT THIS PROJECT

This project identified a need to increase young people's social inclusion by facilitating participation in prison programs during the penalty qualification and development support services and maintaining access to employment after release from prison.

The project aims were therefore threefold:

We wanted to train and work with the staff penitentiaries Craiova and Tichilești. We specifically wanted to enable them to see at first hand how the penitentiary system in Austria operates, and to work with their colleagues from Austria, and so become trained to work with young inmates.

We aimed to enable young inmates to get professional training: in both Craiova and Tichilești penitentiaries we built three workshops where young inmates work. We made sure that the qualification they would achieve would be in a job required by the local labor market.

We wanted to influence civil society, particularly those organisations which may provide a chance for social reintegration of young inmates through work (employers, social services from public and private institutions etc.). For this we needed to engage them in our aims and to integrate them into the process of social inclusion.

WHAT DID THIS PROJECT ACHIEVE?

By working to improve young people's access in just two Romanian prisons to training programs and labour market integration during and after the execution of prison sentence, we have achieved:

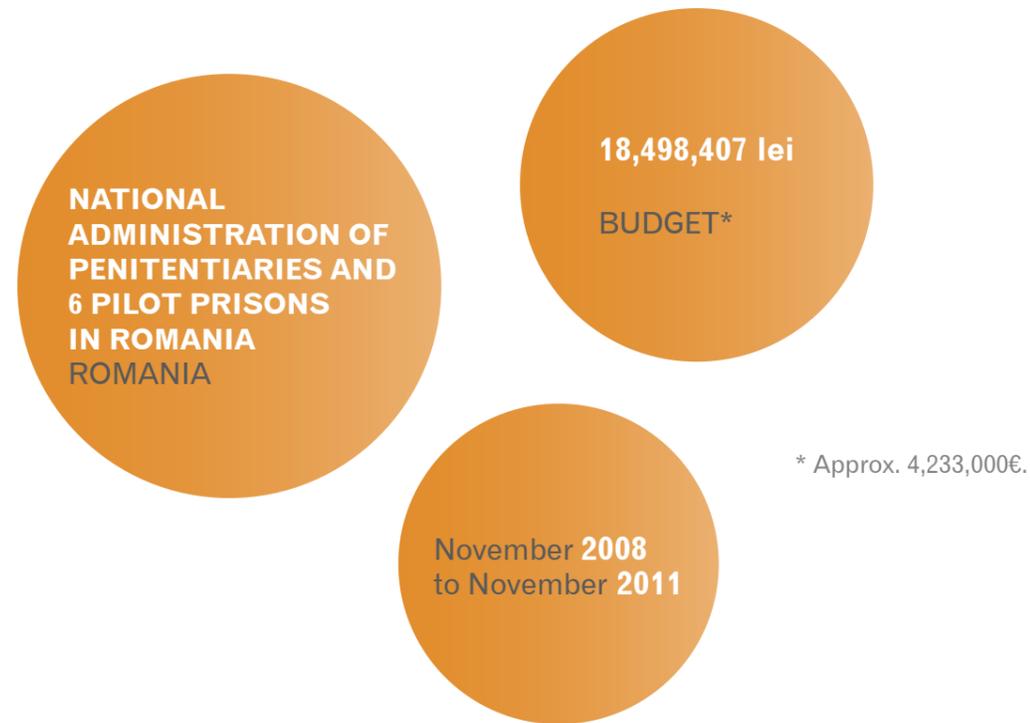


The ongoing support of 100 young inmates
Professional training for 50 young inmates



Create 10 protected jobs

BETTER EDUCATION AND INFORMATION OF THE SOCIETY
 THE INCREASE OF THE CHANCES OF SOCIAL INCLUSION FOR THE DETAINEES THROUGH
 A BETTER EDUCATION, INFORMATION OF THE SOCIETY AND IMPROVEMENT OF THE
 ACTIVITIES THAT TAKE PLACE WITHIN THE PENITENTIARIES



LEAD PARTNER

Adrian Neagoe.

PARTNER ORGANISATIONS

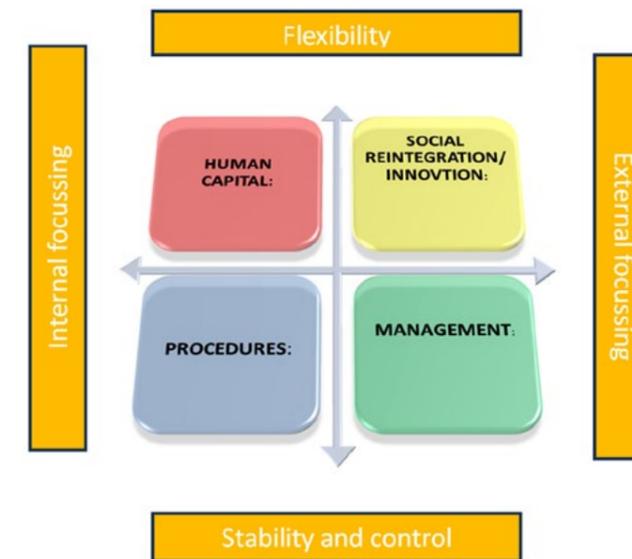
- National Administration of Prisons in Romania (Coordinator)
- Zone Knowledge Systems, Portugal
- Department of Prison Service, Portugal
- BDO Consulting

ABOUT THIS PROJECT

Informed by the conclusions of the Equal- funded European Forum for Penitentiary Policy (Warsaw, June 2007), the Romanian Prison Administration prioritized change and cooperation within and between agencies in the prison pathway in order to address the education, training and employment needs for offenders’ reintegration.

The above partnership was formed to change the existing organizational culture in Romanian prison system, in order to improve access and participation of persons deprived of liberty in the labor market. A holistic approach was designed based around three essential dimensions of the prison system: skills acquisition programmes with a focus on entrepreneurial spirit; the training and motivation of employees in the prison system; the opening up of prison to society and cooperation with civil society in the preparation of reintegration into the labor market after the prisoners are released.

The resulting transnational project, is the first strategic project funded by the Management Authority of Sectorial Operational Program Human Resources Development within the priority Axis 6 - Promotion of social inclusion, Key Area of Intervention 6.2. Improving access and participation of vulnerable groups in the labor market.



WHAT DID THIS PROJECT ACHIEVE?

Based on the experience of colleagues in Portuguese prison system, six educational programs were devised to meet identified needs. These were developed first as pilots, then disseminated in a further ten units of the prison system in Romania through short training sessions.

Professions were identified for which there was a local labour market need (carpentry, plumbing, data processing, hairdressing). A total of 621 detainees participants (of which 166 were women) were then enrolled in training courses. Training courses were completed by 560 participants (of which, 139 were women) with a graduated rate of 90%.

Specific activities regarding the implementation of skills trainings and staff development programs were carried out, in order to improve and perfect staff training and to improve cooperative and collaborative work. To enhance efficiency, leadership courses were designed around two components: situational management and behavioral management. All training was conducted by certified trainers.

As a result of this project, prison system communicators began to specialize and develop their skills, both in terms of internal communication and permanent collaboration with the external environment, in particular with the media.

The project was consistently evaluated and feedback efficiently reintegrated, with the evaluation team remit to “continuously monitor project development and to evaluate the effects and its results.”

FIND OUT MORE

www.credem-in-schimbare.org

ART THERAPY IN THE PENITENTIARIES



LEAD PARTNER

Arad Penitentiary, Romania.

PARTNER ORGANISATIONS

High School of Arts 'Sabin Dragoi' Arad
Szegedi Feghaz es Borton, Hungary
Casa Circondariale Verona Montorio, Italy
The Correctional Home Radece, Slovenia

ABOUT THIS PROJECT

The particular educational conditions and heterogeneous needs of imprisoned adults require holistic solutions: The aim of this project is to evaluate and improve methods and utility of tools of art therapy by the staff of the involved institutions in partnership, and to do so with the help of interdisciplinary teams and resources. These range from specialists from institutional departments of social reintegration right through to art teachers, working together to a therapeutic goal.

With diverse experience and approaches between the partner member states, this project also aimed to exchange good practices and innovative solutions with similar institutions from the European arena: between the partners and other professionals involved, the project offered the chance to find out about and learn from current good practices, and how this was achieved within the European system.

Real, professional experience was exchanged offering a unique opportunity to gain insight into new artistic techniques to use the art therapy. Partners also shared learning on successful working methods with the target groups within adult penitentiaries, particularly to those with adaptive and special needs. The project also focussed on developing beneficial collaborations.

WHAT DID THIS PROJECT ACHIEVE?

Experience has show that the more we diversify special forms of training for prisoners, and for the members of educational and social assistance teams, the better we can serve the needs this target group has to reintegrate themselves back into society.

We have seen specific improvement in the development of competences and abilities of utilization and the efficient application of occupational therapy through arts for the personal involved in the service of social reintegration.

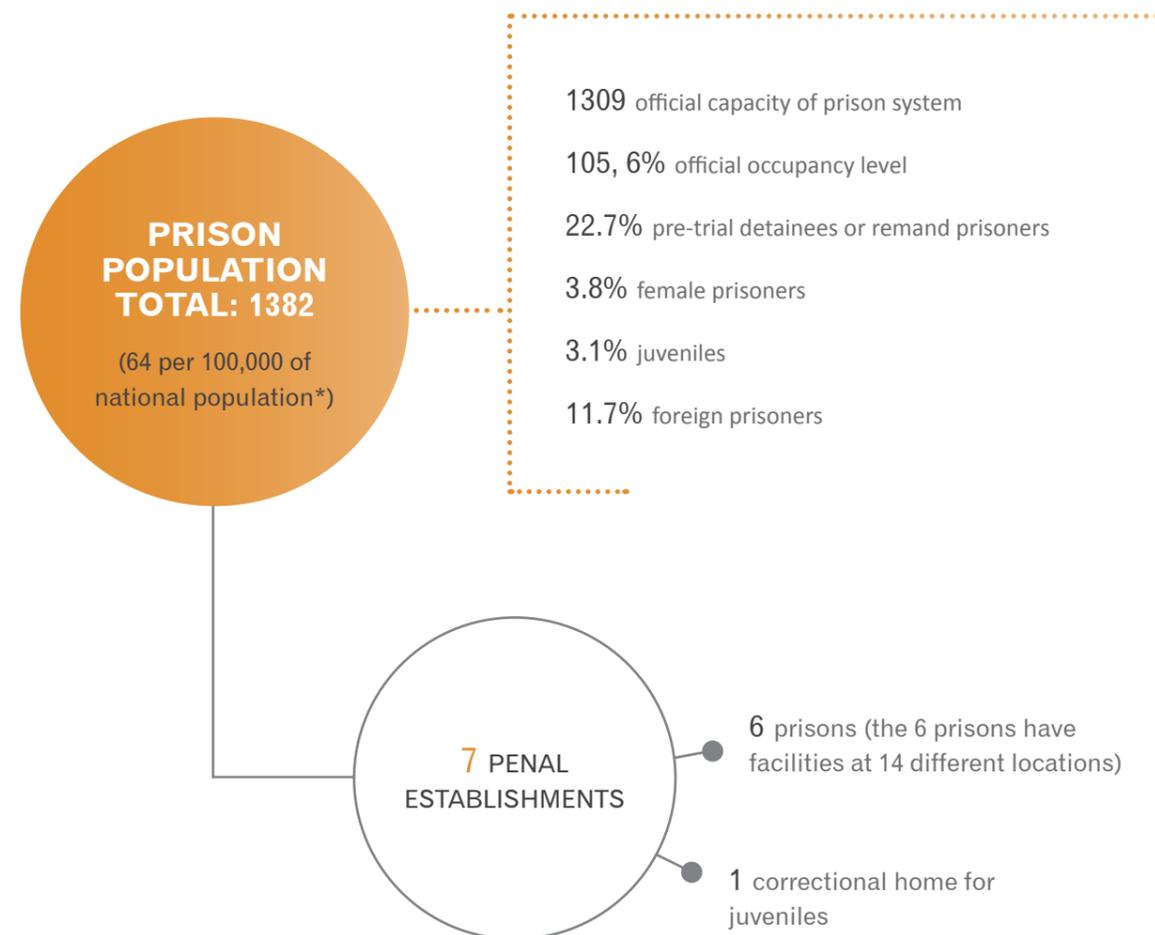
We have formed a deeply interdisciplinary team to devise and format the training, specialized in art therapy, yet fully able to work with groups with adaptive and special needs.

The project now has a starting point, on which to build a collaboration strategy between the penitentiary and the educational institutions, with the aim of making this an European model.

SLOVENIA

BRIDGING THE GAP

MARGINTEG



SLOVENIA AND ExOCOP

Slovenia has been a partner and active member of the ExOCOP steering group since 2010. Many Slovenian participants have attended workshops and seminars, and in March 2011, Slovenia hosted workshop 11, covering family relationships and resettlement.

ESF AND PRISON

ESF monies come to prison projects via the Ministry of Labour, Family and Social Affairs. There are certain challenges in Slovenia to create a more coordinated and useful distribution of ESF money. Strategies of social inclusion could involve financial support of projects which are connected with prisons.

PRISON ADMINISTRATION CONTACT DETAILS

Mr. Dušan Valentinčič | Director General

Ministry of Justice

Jesenkova 3, 1000 Ljubljana, Slovenia

HEAD OF ESF MANAGING AUTHORITY CONTACT DETAILS

Ms Jasminka Dedić

Ministry of Labour and Social Policies

Dunajska cesta 58, 1000 Ljubljana, Slovenia

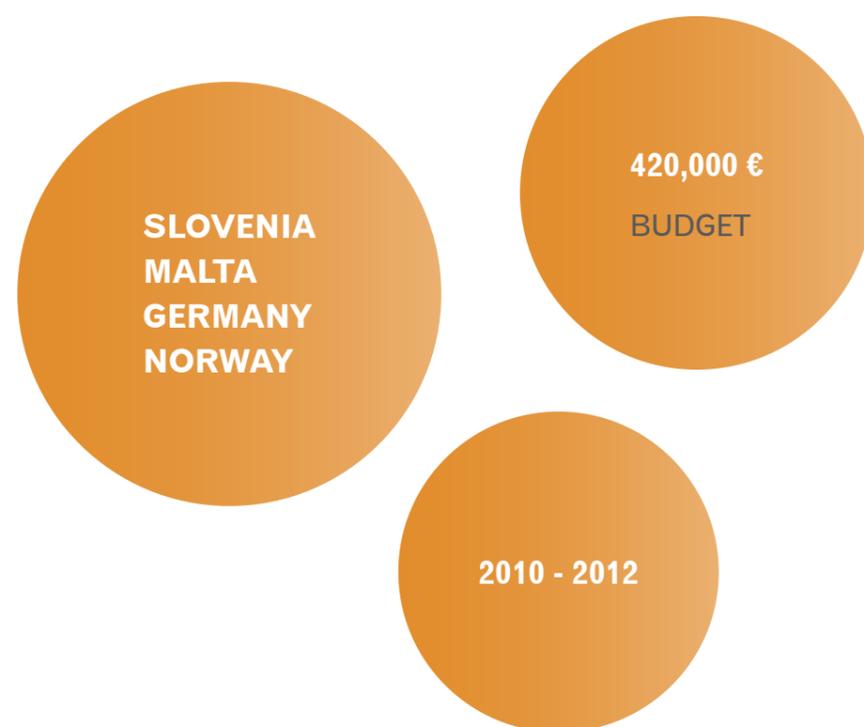
jasminka.dedic@gov.si

* Based on an estimated national population of 2.06 million at May 2011 (from Eurostat figures).

At 31.12.2011
(National Prison Administration)

BRIDGING THE GAP

BILEVEL TUTORIAL SYSTEM FOR IMPRISONED PERSONS' CAREER GROWTH - BRIDGE



LEAD PARTNER

Sabina Tori (CIK Trebnje).

PARTNER ORGANISATIONS

The Trebnje Centre for Education and Culture (CIK Trebnje), Slovenia (Project Co-ordinator)

Pro-Eco, Slovenia

EPEA, Malta

BRIK Institute, Germany

County Governor of Hordaland, Norway

ABOUT THIS PROJECT

Transition management structures between and even within European member states vary immensely: What is commonly lacking, however, is consistency between initiatives begun in prison, to ensure these are sustained and tracked through into community and working life. This link is vital for marginalised imprisoned persons, for whom lifelong learning and career planning during and after prison is of key importance for a successful reintegration into society. Moreover is this a heterogeneous target group, with various multilevel problems. Therefore, a consistent, user-friendly approach is central to reducing recidivism.

The BRIDGE project identified a need for an accessible tool, conceived as a bi-level tutorial system that would:

- Connect existing educational and vocational guidance practices;
- Monitor individuals during imprisonment and primarily upon completion of sentence;
- Facilitate their reintegration into society.

The Bridge project compares and evaluates the different transition management structures between the project partners. Common assumptions are summarised in a document on how a tutorial system should look like and how transition management processes can be integrated into it and in a general general education plan.

On this basis, Bridge developed a web application designed to connect activities taking place during imprisonment and continue with their implementation after prisoner's release. The web application will enable tutors and (ex-) offenders to plan and monitor the education path of each individual, both inside and outside prison. The project trains leader-tutors to implement the tutorial system and to transfer their knowledge to the next generations of tutors. Workshops with (ex-) inmates will assess the usability and the adaptability of the web application. A comprehensive tutor manual to help tutors implement the tutorial system and a web application manual have also been developed, designed to contain instructions for users (tutors and (ex-) offenders) on how to use a web system.

WHAT DID THIS PROJECT ACHIEVE?

Good practice and context from all four partners helped inform the development of both web application and training, with feedback from pilots ensuring the application remains focussed and accessible yet could be flexible to partners' different needs and slot in to existing systems.

For Slovenia and Malta the application is a stand-alone tool, a starting point to consistently link and track an (ex-) offender's access to rehabilitation services. Norway's existing systems required less extensive bridging, so initial project discussions led Norwegian partners to explore existing local applications: These have since been adapted and successfully piloted in one region to effectively service local needs. Germany too, has existing applications, into which the Bridge

web application fits best as a sandbox tool, tailored by individual (ex-) offenders to connect existing activities.

The Bridge project has highlighted the advantages of technological tools for resettlement, and aims to further both this work and its transnational collaboration.

FIND OUT MORE

<http://bridge-euproject.eu/>



MARGINTEG

KNOWLEDGE FOR FUTURE INTEGRATION OF MARGINALISED AND DISADVANTAGED CITIZENS



LEAD PARTNER

Tanja Ferleš, Aleš Hančič
(Tecos).

PARTNER ORGANISATIONS

TECOS, Slovenian Tool and Die Development Centre (Lead partner)
Pro-Eco, Slovenia
Republic of Slovenia, Ministry of Justice, National Prison Administration
ADMINISTRAȚIA NAȚIONALĂ A PENITENCIARELOR, Romania
ÜLIKOOL AKADEEMIA NORD, Estonia
HMP/YOI Chelmsford, United Kingdom
Stiftung Bildung & Handwerk, Germany
Universität Bremen, Institut für Kriminalpolitik, Deutschland
European Prison Education Association MALTA BRANCH, Malta
Institut für Rechts- und Kriminalsoziologie, Austria

ABOUT THIS PROJECT

There are people on serving of sentence of prison with shorter penalties of imprisonment or with shorter period to expiry of the sentence whom are passed positive safety assessment and use of advantages outside of prison, that they have status of citizen of Republic of Slovenia and life arranged according to served sentence, that they are motivated for inclusion to such qualifying for gain of first or of more suitable profession toolmaker.

A successful reintegration of marginalised groups into the society and the labor market is one of the most crucial questions and problems facing the modern Europe; education is not adapted to the needs of prisoners, as it does not include distinctive social and psychological features of this social group. Prison education fails to meet the demands of the labor market.

Project is conceived to be connected with economic sector; bases on findings about shortage of certain staff in toolmaking.

The aim of this project is to develop a new approach to prison education – introduction of INNOVATIVE of E – DIDACTIC MATERIALS WITH 2D AND WITH 3D SIMULATIONS, qualifying for profession toolmaker and help at search of employment after served sentence and repeated including to society.

WHAT DID THIS PROJECT ACHIEVE?

We compared needs in the local economy with the training in prison, and the knowledge base of our offenders. We undertook a thorough analysis of the existing system of education in prisons, that it's earning as base for choosing of more suitable curricula for closed people. The project developed new solutions for education: new approaches which were based upon on target guided education from point of view of future employment for offenders, based on an assessment of the knowledge, needs and wishes of incarcerated people.

An exchange took place between prison teachers, taking first two pilot groups of prisoners, one of went to Slovenia in Prison (ZPKZ) Koper, the second to United Kingdom. We also worked on public awareness, both regarding ex-offenders and about this project.

Results of the project were presented to appropriate decision-makers in local, regional, national and European systems and to convince end-users to apply the results of the project.

FIND OUT MORE



SPAIN

SPAIN

SELF-PACED
E-LEARNING

ACCESSING
EMPLOYMENT

**PRISON
POPULATION
TOTAL: 70,675***

(152 per 100,000
of national population**)

- 76,851 official capacity of prison system
- 98.7% official occupancy level
- 15.8% pre-trial detainees or remand prisoners
- 7.6% female prisoners
- n/a % juveniles
- 34.1% foreign prisoners

**82 PENAL
ESTABLISHMENTS**

* 10.501 in Catalonia + 60.174 in the rest of Spain.

** Based on an estimated population of 47.21 million at the beginning of 2012 (Data from the INE (National Statistics Institute) at 30.03.2012).

CATALONIA

RED TEMÁTICA
NACIONAL-FSE

CIRE'S EMPLOYMENT
BUREAU

**PRISON
POPULATION
TOTAL: 10501**

(139.27 per 100,000
of national population*)

- 9,656 official capacity of prison system
- 108.75 % official occupancy level
- 18.56 % pre-trial detainees or remand prisoners
- 7.03 % female prisoners
- 2.8% juveniles
- 45.83% foreign prisoners

**12 PENAL
ESTABLISHMENTS**

* Based on an estimated national population of 7.539618 million in 2011 (from Office for National Statistics figures).

SPAIN AND ExOCOP

Spain has two partners sitting on the steering group of ExOCOP, representing the ESF Managing Authority (Ministry of Employment and Social security) and a Catalan Public Enterprise (Prison industry) which reports to the Regional Ministry of Justice, and is in charge of Vocational Training and work in Prisons. Spain's experts and practitioners travelled widely to attend workshops, and the second of ExOCOP's seminars was hosted in Madrid in September 2010, covering Education, Training and Employment (ETE).

ESF AND PRISON

In Spain, responsibility for prison lies within the Ministry of the Interior, with the exception of the territory of the Autonomous Region of Catalonia. A considerable share of the ESF funding for vocational training and labour integration is managed by the National Agency OATPFE, which reports to the Ministry of the Interior's Secretary General for Prisons. The OATPFE is an Intermediate Body in the Operational Programme Fighting Discrimination (nationwide). Apart from 3 Nationwide Operational Programmes, there are 17 regional OPs. The rest of the funding for activities with offenders or ex-offenders comes from these regional ESF Programmes. The managing Authority for the ESF is the National Ministry of Employment and Social security.

PRISON ADMINISTRATION

The Ministry of the Interior, through a General Secretariat of Prisons, is in charge of prison administration in most of the country. Only Catalonia, through its Department of Justice, has responsibility for prisons within its territory. Vocational training and work in Prison in Catalonia is in charge of a Public Enterprise (CIRE) which reports to the Department of justice. In the rest of Spain a governmental agency the OATPFE, which reports to the Ministry of the Interior, is responsible for vocational training and work in Prisons.

PRISON ADMINISTRATION CONTACT DETAILS

Ángel YUSTE CASTILLEJO | Secretary-General for Prisons

Also head of the OATPFE (Agency in charge of Vocational Training and work in Prison)

Secretaria General de Instituciones penitenciarias – Ministry of the Interior

Calle Alcala 38-40, E-28014, Madrid - Spain

José SUÁREZ TASCÓN - Manager of the OATPFE

(Autonomous Body for Work in Prison and Vocational Training for Employment)

Ministry of the Interior

C/ Cedaceros 11 4ª Planta

28014 - Madrid

CATALONIA

Mr. Ramon Parés Gallés | Director General of Prisons

General Directorate of Prisons

Carrer d'Aragó, 332, 08009 Barcelona

HEAD OF ESF MANAGING AUTHORITY CONTACT DETAILS

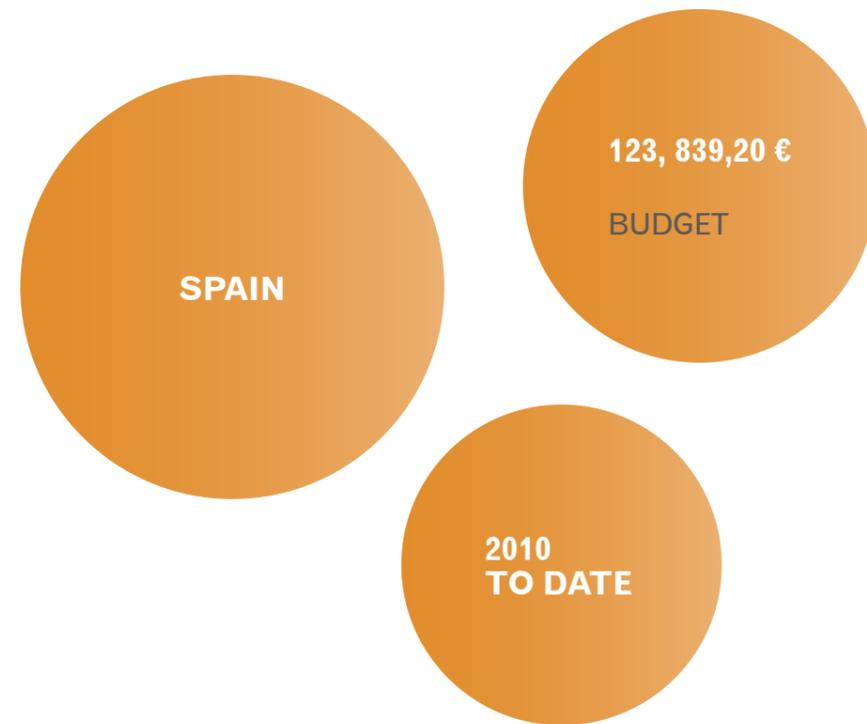
Mr. Carlos Tortuero Martín | Sub Director General, head of the ESF Managing Unit (UAFSE)

Ministry for Employment and Social Security (MEYSS)

Pio Baroja 6, E-28009

Madrid - Spain

SELF-PACED E-LEARNING OF HORIZONTAL SKILLS



LEAD PARTNER

OATPFE.

PARTNER ORGANISATIONS

None.

ABOUT THIS PROJECT

Since all Vocational Training courses co-financed by the ESF must include modules on a set of horizontal priorities, the OATPFE, that is the national Agency in charge of Training and employment of offenders in prison, has chosen to address this particular training through E-learning modules.

Each inmate taking part in a Vocational training course co-financed by the ESF, must complete the following four transversal or horizontal modules:

- Security at the working place;
- Equal opportunities for men and women
- Environmental Protection;
- Information and Communication Technology (ICT - computer skills).

These modules are organised as Computer Based Training courses (CBT), making ample use of images, dramatizations based in real life examples, and using a plain language adapted to the target group.

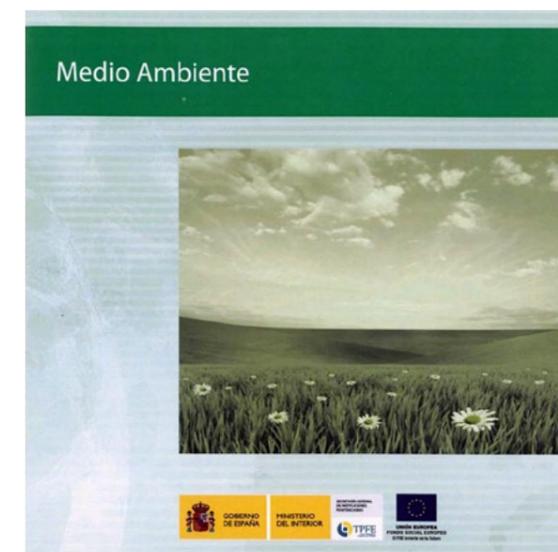
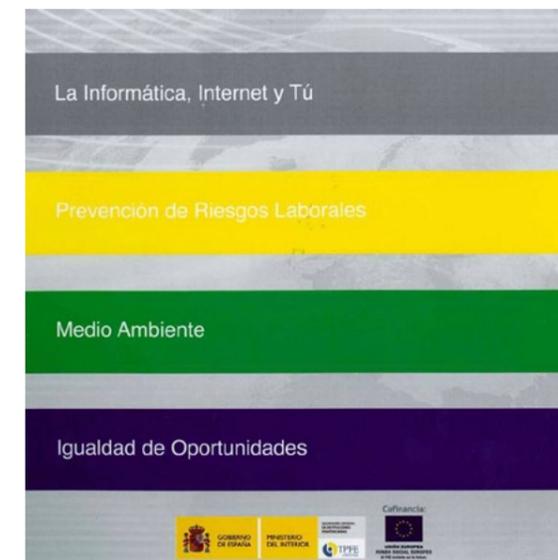
WHAT DID THIS PROJECT ACHIEVE?

These modules have been uploaded onto the computers of the ICT classrooms, both at prisons and Social Insertion Centres, and each inmate, within a given timeframe, is free to spend time completing the modules as it best suits him or her (self-paced learning activities). The modules (as the whole vocational training courses of which they are part) are co-funded by the ESF and the OATPFE.

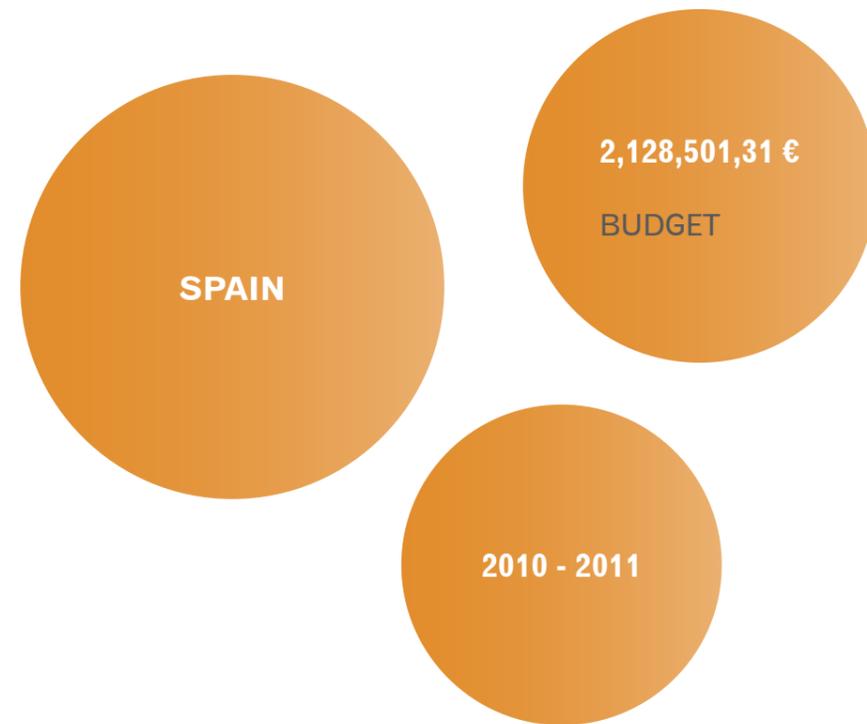
Since their inception, is estimated that more than 11,000 inmates will complete these horizontal training modules.

FIND OUT MORE

<http://oatpfe.es/>



SUPPORT PROGRAMMES TO ACCESSING EMPLOYMENT



LEAD PARTNER

OATPFE.

PARTNER ORGANISATIONS

None.

ABOUT THIS PROJECT

During the period 2010-2011 a number of on-going support programmes were carried out aimed at providing support to inmates that are on probation or on parole and are starting to search for a job and to keep it. These programmes are co-financed by the European Social Fund while match-funding is provided by the OATPFE, the national agency, reporting to the Home Office, in charge of vocational training and labour integration of Offenders and ex-offenders. These support programmes have been implemented in the provinces of Seville, Huelva, Malaga, Cadiz, Cordoba, Asturias, Madrid, Zamora and Valencia.

WHAT DID THIS PROJECT ACHIEVE?



2,253 offenders took part in the Programme

14% of which were women.

It is interesting to point out that this percentage is higher than the percentage of women among offenders, which is just 8% of the total.



11,993 enterprises have been contacted by the programme

in order to inform them about its aims and the fact that the ESF is co-financing it.



1,773 persons have found a job

1,365 work contracts have been signed

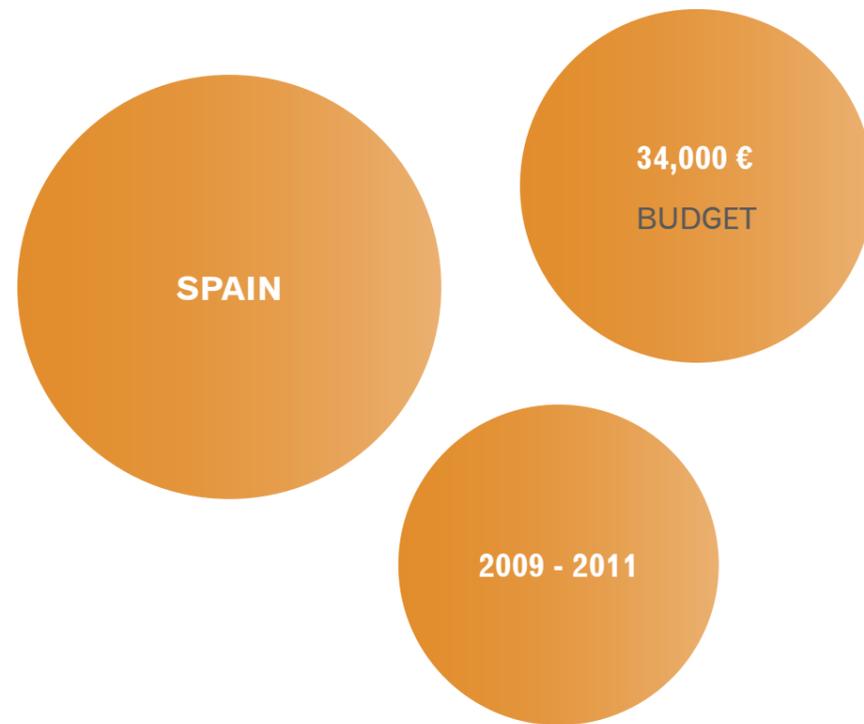
in the framework of this support programme.

FIND OUT MORE

<http://oatpfe.es/>



RED TEMÁTICA NACIONAL-FSE



LEAD PARTNER

Josep Maria Faura, CIRE.

PARTNER ORGANISATIONS

26 inter-agency partners (details on our website www.cirecat.org)

ABOUT THIS PROJECT

RTN-FSE the National Thematic Network (Red Temática Nacional del Fondo Social Europeo) for Social & Work Inclusion of Inmates is a network of Spanish organizations that worked together over two years to improve social and labour inclusion of Spain's offenders and ex-offenders. It was created in 2009, motivated by the UAFSE, with ESF funds and managed by CIRE.

The main objectives of the network were:

- **Connect** associations, NGOs, public and private bodies, employers, employment associations, employment unions, social welfare and ESF authorities whose main aim is to reintegrate inmates into society, to share ideas and problems, and to find solutions.

- **Identification of best practices:** social & work reintegration of offenders and ex offenders during the period 2009-2013.

- **Analysis of the impact of ESF funds** concerning reintegration, social & work inclusion of offenders in Spain.

- **Encourage and promote new and innovative actions** for this target group.

- **Write recommendations and possible improvements and put them forward to the policy makers of national Education, Employment and Social Welfare administrations.**

WHAT DID THIS PROJECT ACHIEVE?

- Meetings three times a year to discuss a topic chosen. The topics chosen were based on current hotspots for social and labour inclusion.

- Exchange of experiences: two visits were also carried out to a penitentiary centre in Barcelona and another one in Madrid so that participants on the network could learn from the experts working inside.

- Compile good practices regarding the main subject of the network.

The meetings were very enriching and all participants were very positive about the topic of discussion, by the end of the meeting. We found effective and efficient solutions by proposing a very specific study case for each problem. An expert was invited to make an introduction and this then led to further discussion. Experts were chosen by the experience of the topic under discussion and most of them had no knowledge or previous contact with the penitentiary world. They offered us a different point of view; a fresh look that was not infected by everyday work and pollutants in the labour environment.

As a result of the network, we have published and distributed a collection of good practices in social and work inclusion of offenders and ex offenders.

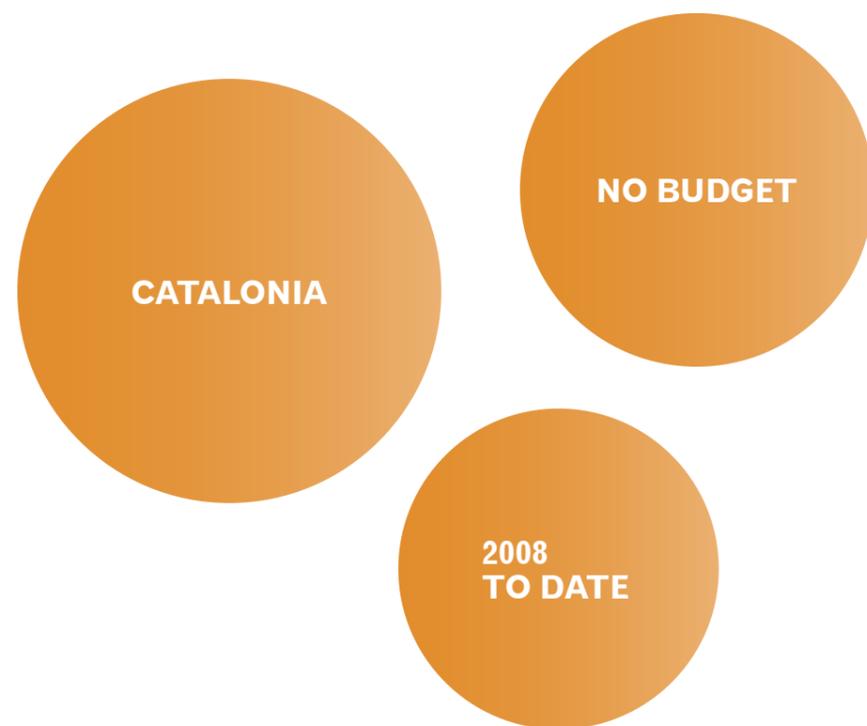
FIND OUT MORE

www.redtematicanacional.es

www.cirecat.cat



CIRE'S EMPLOYMENT BUREAU



LEAD PARTNER

Josep Maria Faura, CIRE.

PARTNER ORGANISATIONS

None.

ABOUT THIS PROJECT

CIRE's Employment Bureau is the first job centre exclusively for inmates. We intercede on inmates behalf to help them find a job and on the employer's behalf to ease their effort of finding the right employee. We provide access to quality work to people who are serving a sentence and help our customers (employers) to optimise their processes for searching and selecting candidates, by developing individual solutions.

We recruit and select personnel from penitentiary centres and juvenile centres. Offenders and ex-offenders increase their chances and have a real opportunity of finding a job. Employers can also benefit from a special discount on social security tax for employing a person serving a sentence.

This recruitment is done by specialists who have been trained to select through a competence based interview. A competence is a personal skill that makes an employee to stand out because of their better results at work (depending

on the company, structure, strategy and culture). This kind of selection helps personnel suitably match the needs of the employer with the skills of applicants and potential employees.

Competences can be detected by behaviours that can be observed and assessed:

The best way to know whether an applicant will show the required competencies in certain role is to obtain past evidence during the interview, and get to know what the candidate has done, said, thought and felt, how the potential employee acts and what are his/her motivations.

Characteristics:

- Uses an structured exploration strategy (not a sequence of questions) to help the interviewer to obtain the point of view of the applicant.
- Discuss specific behaviours (actions and thoughts) which took place in the past.
- Obtains true information about the values of the applicant.
- It focuses on what the applicant does according to his/her success at work.

Profiling inmates:

- A connection between personal characteristics leading to higher results at work.
- Highly related to the structure, strategy and culture's enterprise.
- Easily seen behaviours described for each characteristic.
- Concise, reliable and valid model in order to foreseen success in a position.

CIRE's employment Bureau offers employers:

- Advice during the entire process, from the beginning and after entry into workforce.
- Our experts select professionals who are appropriate to the vacancy.
- Process and management of all necessary documentation.
- Specific trainings if necessary.

We offer offenders and ex offenders:

- Professional Work Plan
- Access to quality work
- Job assessment
- Assessment of Output: Assessment of their contribution to the company making them aware of their strengths and weaknesses with regard to their professional work within the organisation.

Advantages in selection of workers:

- Better relation between productivity and costs for the employer. Employers save money usually spent on contributions to the labour market but not related to better results.
- Reduction of the learning periods when a new employee joins the company.
- Employees' are chosen to fulfil specific duties but they are also chosen because they can fulfil and assume higher responsibility in the future.
- Training needs identification of new employees.

FIND OUT MORE

borsatreballcireinsercio@gencat.cat

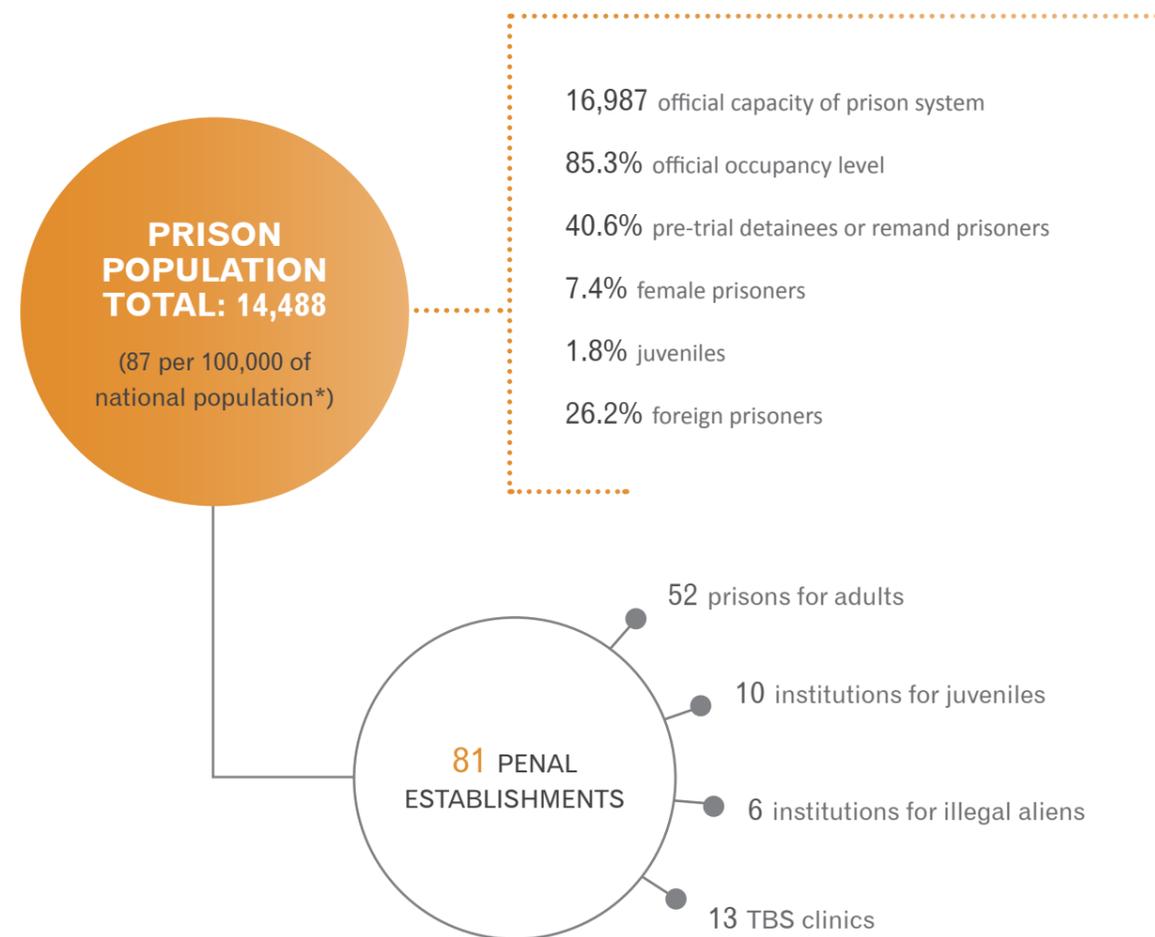
www.cirecat.net



THE NETHERLANDS

THE WORK-WISE ROUTING

TERTIARY PREVENTION STRATEGIES



* Based on an estimated national population of 16.72 million at end of September 2011 (from Eurostat figures).

At 30.09.2011
(National Prison Administration)

THE NETHERLANDS AND ExOCOP

Netherlands has been a partner in ExOCOP since its inception in 2009, and participate actively in the steering group. The seminar on Aftercare was hosted in The Hague by the Ministry of Justice in May, 2011, and a workshop on Quality Management was hosted by WorkWise (180 Foundation).

ESF AND PRISON

ESF funding in The Netherlands is supplied by the Ministry of Social Affairs and Employment to the Dutch Custodial Institutions Agency (DJI) of the Ministry of Security and Justice. The Dutch Custodial Institutions Agency (DJI) is head project leader and as so responsible for signing project agreements for 48 different ESF projects (for both juveniles and adults) running in 2012 for which it receives direct funding.

PRISON ADMINISTRATION CONTACT DETAILS

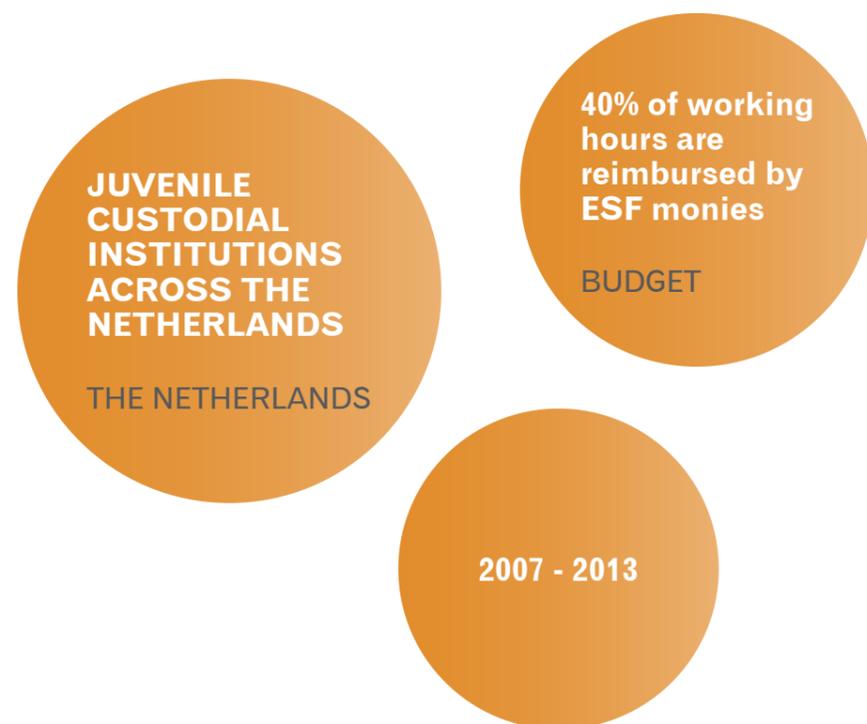
Mr. Peter van der Sande | Director General
National Agency of Correctional Institutions DJI
P.O. Box 30132
NL-2500 GD
Den Haag
The Netherlands

HEAD OF ESF MANAGING AUTHORITY CONTACT DETAILS

Mr. Ruben Laurijssens | Ministry of Social Affairs and Employment
Wilhelmina van Pruisenweg 52
NL-2595
Den Haag
The Netherlands

THE WORK-WISE ROUTING

AN INTO EMPLOYMENT PROGRAMME FOR JUVENILES IN CLOSED INSTITUTIONS



LEAD PARTNER

Irma van der Veen,
Everhardt Lubbers.

PARTNER ORGANISATIONS

Juvenile prison administration
Rentray education department

ABOUT THIS PROJECT

Juveniles that reside in closed (judicial) institutions constitute a vulnerable group on the labour market. They are often characterized by low school attainment and little or no experience of working. Combined with often-present behavioral problems (including delinquency), this results in poor educational prospects and reduced access to the labour market. For this group of disadvantaged juveniles, the road to participation can be long and difficult.

At the same time, participation in education, work and social activities are crucial preconditions for physical, mental and social well-being among juveniles. Work offers structure, income, a meaningful time expenditure and it results in self-confidence and prosocial social contacts. Especially regular employment increases their embeddedness in conventional society and reduces the risk of reoffending.

While working in juvenile custodial institution Rentray in the Netherlands, Irma van der Veen and Everhardt Lubbers

(founders of Work-Wise), became more and more aware of the fact that these juveniles were insufficiently prepared for the labour market or a training.

Everhardt: *“Our youngsters could do hundreds of metres of fretwork. But when questioned on their work ambitions after their stay in the closed institution, they indicated that they had no idea. Also, basic employee skills were often lacking”.*

Their experiences reinforced their belief that guidance to education and/or employment should be a focal point of juveniles’ stay in closed facilities. With funding from the European Social Fund, and together with colleagues from Rentray’s education department, they have bundled their ideas on guidance to education and work into a methodology: Work-Wise.

WHAT DID THIS PROJECT ACHIEVE?

Work-Wise stands for an holistic approach of individual attention and chain-oriented cooperation to ensure that youngsters in closed institutions are prepared to get and keep a job, follow and complete a training course and have a safe place to live once they leave the institution. Attention is also paid to building up and maintaining a positive social network and meaningful leisure activities.

The Work-Wise model is based on working with routings. A Work-Wise routing uses a fixed step-by-step plan that starts no later than three weeks after entry in the institution. Each consecutive phase is marked by achieved transitional targets. Work-Wise does not stop when the youngster leaves the institution, but explicitly continues with an aftercare routing to secure the achieved goals.

Every young Work-Wise participant has his or her own Individual Routing Counsellor who guides the youngster through the routing. Together with the behavioral experts, they use all sorts of tools and interventions. Organizing and coordinating the efforts made by external chain partners and internal partners are also essential elements of the Individual Routing Counsellor’s task.

After numerous positive experiences with the Work-Wise approach in Rentray, more and more juvenile custodial institutions joined Work-Wise. Since 2007, all Dutch juvenile custodial institutions participate in Work-Wise. Meanwhile, also several Dutch closed youth care institutions joined Work-Wise. At this

moment, approximately one hundred individual Routing Counsellors Work-Wise annually guide almost one thousand juveniles to work and/or education. The results indicate that a vast majority of them has been able to find and maintain a job and/or training.

The European Social Fund has played an important role in achieving these results: ESF grants created the opportunity for the development of the Work-Wise methodology, and ESF monies still play an essential role in the financing of the supervision hours of the Individual Routing Counsellors. Since 2007, 40% of their hours have been reimbursed by the ESF. This will continue up to the year 2013. The reimbursement possibilities for supervision hours after ESF 2007-2013 are still uncertain. Further support and commitment from ESF 2014 - 2020 would enable the Work-Wise routing to continue to increase youngsters’ chances of thriving in society in the future!

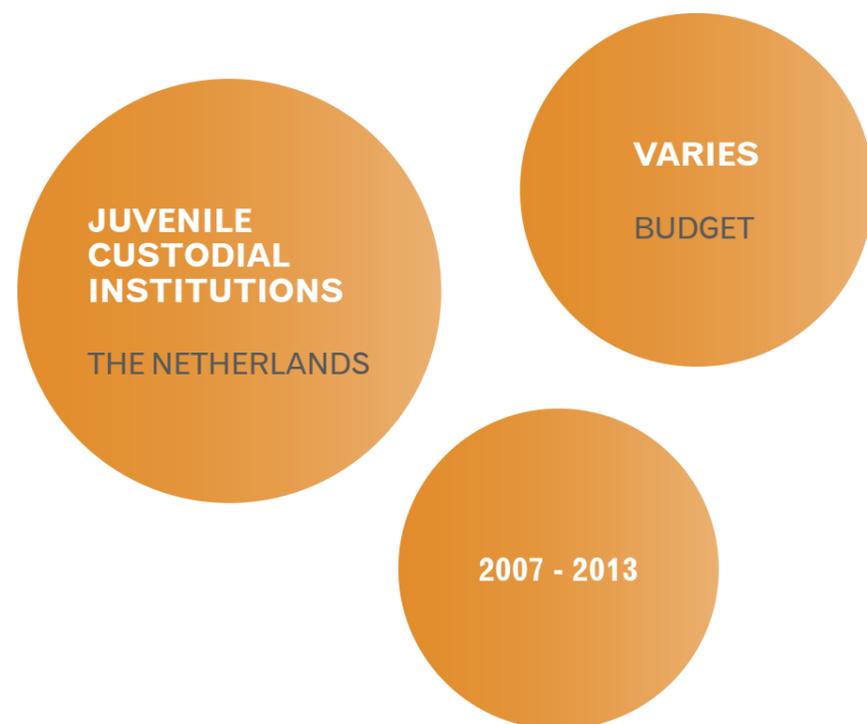
FIND OUT MORE

Work-Wise is offered by 180 | Behavioural interventions and programs for youth at risk. For more information, please visit our website: www.180.nl.



TERTIARY PREVENTION STRATEGIES

REDUCING PROBLEMATIC SUBSTANCE USE AMONG JUVENILE OFFENDERS



LEAD PARTNER

Everhardt Lubbers,
Anna Hulsebosch.

PARTNER ORGANISATIONS

180 Foundation, The Netherlands
Centro Studi Opera don Calabria, Italy
Ministero della Giustizia, Dipartimento per la Giustizia Minorile, Italy
Istituto Psicoanalitico per le Ricerche Sociali, Italy
International Juvenile Justice Observatory, Belgium
Diagrama Foundation Psychosocial Intervention, United Kingdom
Crime Prevention Foundation, Estonia

ABOUT THIS PROJECT

Many juveniles drink alcohol, and as they get older, their drug use also tends to increase. In most cases, this remains limited to responsible use in recreational settings of which the youngster and his surroundings experience no problems. However, some juveniles become 'problematic users'. Juvenile offenders appear to be a group particularly at risk of such problematic substance use.

Data on Dutch juvenile offenders supports this conclusion: It has been repeatedly shown that substance use among incarcerated juveniles is much higher than among juveniles in the general population and/or normal education in the Netherlands. Research even reveals that the use of alcohol and drugs prior to their stay in the custodial institution is

higher than among boys in special educational and truant care projects.

A high level of drug and alcohol use is part of an unhealthy life style: in the long run, it damages the nervous system and makes holding down school or a job more problematic. Besides this, it can be a form of self-medication, inhibiting the focus on the real problems or history of harm (such as abuse, neglect and/or (sexual) violence). Thirdly, substance use increases the likelihood of criminality: For juveniles residing in custodial institutions, problematic substance use interferes with treatment and has a negative impact on the climate in the institution.

For all these reasons, lowering alcohol and drug use is clearly a health need that needs to be addressed. Ideally, this should not only be a national challenge: to benefit from each other's expertise on this topic, a series of actions such as information exchange, research and evaluation should also be undertaken at an international level. This idea is reflected in the EU strategy on Drugs (2005-2012), that was adopted by the Council of Europe in December 2004. The report has set the framework, objectives and priorities for two consecutive four-year action plans that are proposed by the European Commission.

One of the outcomes is the project "Juvenile Drug Use – Tertiary Prevention Strategies" – part of the EU 'Drug prevention and information' programme. This project aimed to support the development of more specific and effective prevention interventions in the field of juvenile substance misuse by looking at existing practice in each partner country. This research was then used to plan future interventions and raise awareness amongst key stakeholders and service providers. The participating countries were Italy, Belgium, the United Kingdom, Estonia and the Netherlands. In the Netherlands, the project was carried out by 180 | Behavioural interventions and programs for youth at risk.

Since many partners are involved in the guidance of juvenile offenders on the domain of substance use, 180's first task was to gather relevant organizations. Participants in the resulting project group were national organizations (the Dutch Institute of Mental Health and Addiction, the National Agency of Correctional Institutions), regional institutions for addiction care (IrisZorg, Tactus) and closed (custodial) institutions that have developed accredited programs to reduce substance use (LSG-Rentray, De Hunnerberg).

WHAT DID THIS PROJECT ACHIEVE?

Together with the above organizations, 180 has developed three products to meet the project goals.

The first product is a referral index for professionals who work with substance abusing minors in conflict with the law. The index gives an overview of all Dutch (preventive) interventions for juveniles among 12 to 23 years old, organized per institution. Contact persons and conditions for referral are also recorded. In this way, a warm transfer of juveniles with problematic substance use can be achieved.

The second product is a toolkit with educational materials on alcohol and drug use. The toolkit gives an overview of all available educational DVD's and games that can be used for juveniles 12 to 23 years old. For every product, a detailed description of the content, goal, target group, setting, required training, manual, price and availability is provided. The toolkit will facilitate the choice that professionals can make among numerous available educational materials.

The third product is a factsheet for policy makers and politicians. The factsheet is a mutual statement of all juvenile custodial institutions, all closed youth care institutions and all regional institutions for addiction care in the Netherlands. The goal is to create awareness on the nature, scale and seriousness of problematic substance use among juvenile offenders. Also, ambitions regarding signaling, prevention and treatment are described. The factsheet can be used as a support tool to gather funds for activities to reduce problematic substance use among this target group.

All three products have been disseminated among governmental and non-governmental organizations on local, regional and national level. But the end of this project does not mean the end of the cooperation between all the organizations involved. Positive feedback on the project's collaborative makes future cooperation likely. 180 aims to strategise sustainable governmental support via a national platform, using ESF for long-term solutions to problems caused by alcohol and drug use among minors in conflict with the law!

FIND OUT MORE

www.180.nl

UK ENGLAND, SCOTLAND, WALES

ENGLAND
AND WALES

ECO-ADVANTAGE

FUTURE ME

INFORMAL GATE
MENTORING

**PRISON
POPULATION
TOTAL: 87,002**

(153 per 100,000
of national population*)

- 77,479 official capacity of prison system
- 111.2% official occupancy level
- 14.2% pre-trial detainees or remand prisoners
- 4.8% female prisoners
- 1.7% juveniles
- 12.2% foreign prisoners

**140 PENAL
ESTABLISHMENTS**

* Based on an estimated national population of 55.96 million at beginning of March 2012 (from Office for National Statistics figures).

At 02.03.2012
(Ministry of Justice - not including juveniles in Secure Training Centres and Local Authority Secure Children's Homes (426 at 31.12.2011) and persons held in Immigration Removal Centres (785 at 2.3.2012).

SCOTLAND (no projects)

**PRISON
POPULATION
TOTAL: 8,284**

(157 per 100,000
of national population*)

- 7,144 official capacity of prison system
- 116.0% official occupancy level
- 20.2% pre-trial detainees or remand prisoners
- 5.5% female prisoners
- 1.5% juveniles
- 3.9% foreign prisoners

**15 PENAL
ESTABLISHMENTS**

* Based on an estimated national population of 5.27 million at the beginning of March 2012 (from Office for National Statistics figures).

At 02.03.2012
(National Prison Administration).

UK AND ExOCOP

The National Offender Management Scheme (NOMS UK) was one of ExOCOP's founding partners, actively involved in the project since 2009, and taking a leading role in the Evaluation Sub-Project (see page XX). Partners from the UK have taken part in nearly all the workshops and seminars organised by the network, and hosted the first seminar covering entrance, as well as a workshop on migrants.

Interest generated during an ExOCOP workshop on training in prison, embedded in the 2010 EAC Budapest Conference led to a further, supplementary workshop being hosted by NOMS in Newbold Prison in 2011, taking a deeper look at European prison industries.

ESF AND PRISON

In England ESF is managed as a national programme within the responsibilities of the Department for Work and Pensions (equivalent to a Ministry for Employment). ESF resources are delegated to bodies known as 'Co Financing Organisations (CFO's)' who are accountable for the delivery of ESF programmes across the English regions. These CFO's provide the necessary match funding alongside ESF to support the 100% funding of ESF projects within regions. The Ministry of Justice (via their National Offender Management Service - NOMS) are one such CFO, accountable for a substantial ESF programme directly supporting the integration and reintegration of offenders into employment and training/skills".

PRISON ADMINISTRATION CONTACT DETAILS

ENGLAND AND WALES

Michael Spurr | Director General

National Offender Management Service (NOMS)

Ministry of Justice

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SCOTLAND

Mr John Ewing | Chief Executive

Scottish Prison Service

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European Social Fund in England

Department for Work and Pensions (DWP)

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SCOTLAND

David Souter

Scottish Executive

ECO-ADVANTAGE

GIVING PEOPLE AN 'ECO' ADVANTAGE IN THE LABOUR MARKET



LEAD PARTNER

Medway Council (UK).

PARTNER ORGANISATIONS

Medway Council

Reading Borough Council (UK)

Basingstoke and Deane BC (UK)

Cementarprise Training (UK)

ABOUT THIS PROJECT

Raising awareness of climate change, practical responses to it, and developing related skills which will be increasingly needed in the future, is at the heart of the Eco-Advantage project. This project develops, pilots and mainstreams innovative Eco-Advantage short training programmes targeted at lower-skilled frontline staff and unemployed people, developing a practical understanding of the issues around climate change and giving them access to lower level 'green' skills to take to the workplace.

The project has a particular focus on the construction sector and engaging with local employers.

Training advisers work with local companies to identify future skills need, provide free training for their staff. They also advise on accessing grants to develop their environmental policies which enable them to reduce their carbon footprint which reducing their costs and helping them prepare for future changes in legislation.

Parallel to the project's work with employers and local businesses, supporting them to gain an eco-advantage, is the promotion of green skills and employability through climate change industries. The project engages with disadvantaged sections of the community including offenders and ex-offenders to ensure they have the opportunities to access training that can give them an eco-advantage. The recession is creating a very competitive labour market, with skilled workers applying for jobs they would not normally consider and Anne believes that environmental qualifications at Levels 1 and 2 can open climate response industries to those without formal qualifications.

A Transnational Work Programme was developed, encompassing sharing of good practice and expertise events in Estonia (where the project was presented in four conferences that were held in four areas in Tallinn, Tartu, Parnu and Narva), and Finland. Turku University of Sciences in Finland has a number of projects that share common elements with the work of Eco Advantage in responding to the challenges of reducing carbon and taking the agenda forward with employers.

WHAT DID THIS PROJECT ACHIEVE?

The Eco Advantage project is still on-going and has achieved the following to date:

The project works with local academic and training institutions and accreditation agencies to develop C&G or CIEH Level 1 and 2 and NVQ, green equivalent units.

Often units have been developed and delivered within training programmes designed to raise literacy and numeracy levels.

Sustainable Education resources, based on local environments have also been developed and include:

Sustainable Living Book

Sustainable Living e-learning course and game

Sustainable Energy e-learning course

Sustainable Construction e-learning course

Sustainable Lifestyles e-learning course

3D Retrofit Animation showcasing renewable technologies/manufacturers products informing specifiers, business and community.

Sustainable Business Resource Pack

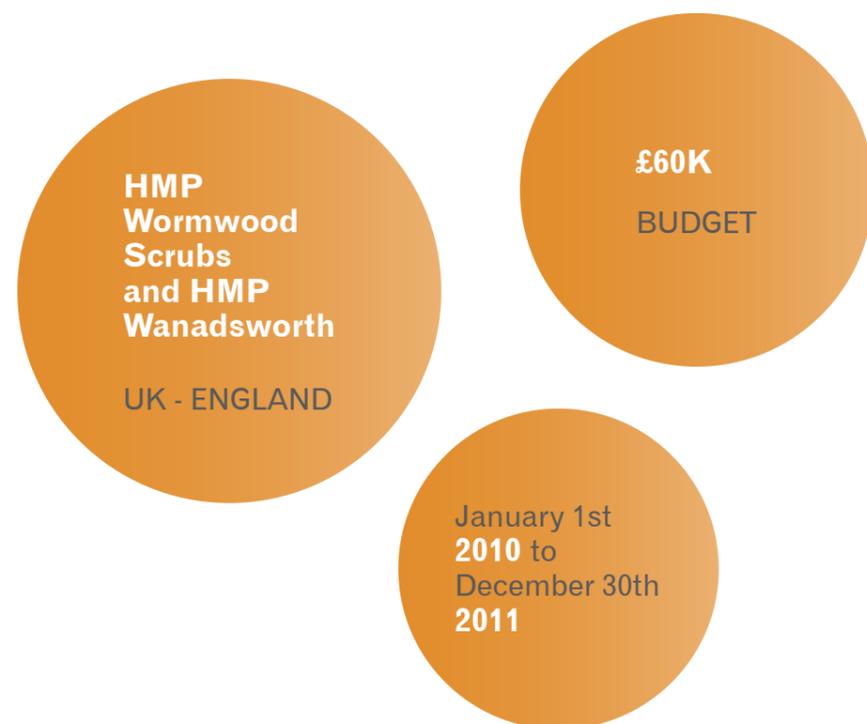
"The issues that the Eco Advantage project is addressing so successfully are of paramount importance. In my opinion the project has reached a tipping point in both influence and impact." S Green, Head of School of Construction Management and Engineering

FIND OUT MORE

<http://www.ecoadvantage.biz/>



FUTURE ME



LEAD PARTNER

Media for Development.

PARTNER ORGANISATIONS

HMP Wandsworth Job Club, HMP Wormwood Scrubs & London Probation

ABOUT THIS PROJECT

Future Me courses are all about offering transferrable employability skills in an engaging and innovative way. Our ethos is to identify and build on what people have done well in their lives, rather than focusing solely on difficulties, mistakes and failures. We start with strengths and positive experiences and work with use this as think about their future and where they want to go and then giving them the skills to find a creative expression for those ambitions. Participants leave with a huge sense of personal achievement and a greater sense of optimism.

We developed:

- A 2-day training course covering how to create a good first impression, what employers are looking for, how to tackle disclosure and giving plenty of practice through role plays and group work. This can be run either in a custodial or community setting.

- A DVD, student handbook and set of facilitators' notes, in conjunction with Prospects. In the DVD, employers who knowingly take on ex-offenders talk about why they do it and what they're looking for; and ex-offenders who are now in regular employment and pursuing a career talk about their achievements and the advice they'd give to others.

WHAT DID THIS PROJECT ACHIEVE?

Over 200 people attended the course in 2011 and the response was overwhelmingly positive both from participants and the prison management team.

80% of students said they felt more motivated to look for employment;

90% said they felt more confident in their interview skills;

97% said they understood better what employers are looking for

77% said they felt more confident about disclosing their offence.

Media for Development were tasked to achieve 870 "soft" outcomes over the duration of the Project (1.1.10 - 31.12.11). "Soft" outcomes were viewed by the funder, NOMS CFO, as significant steps towards achieving the Project's ultimate goals of further learning/training and employment. The impact that the workshop had on prisoners is evidenced by the quotes from those who attended: "I was astonished by that activity"; "Interesting, good to receive answers to questions I had"; "Good reminder of the types of things to say in an interview. Very helpful".

Media for Development achieved in excess of 950 soft outcomes. The organisation contributed significantly to the PIANO Project's overall soft outcome target and to its resounding success.

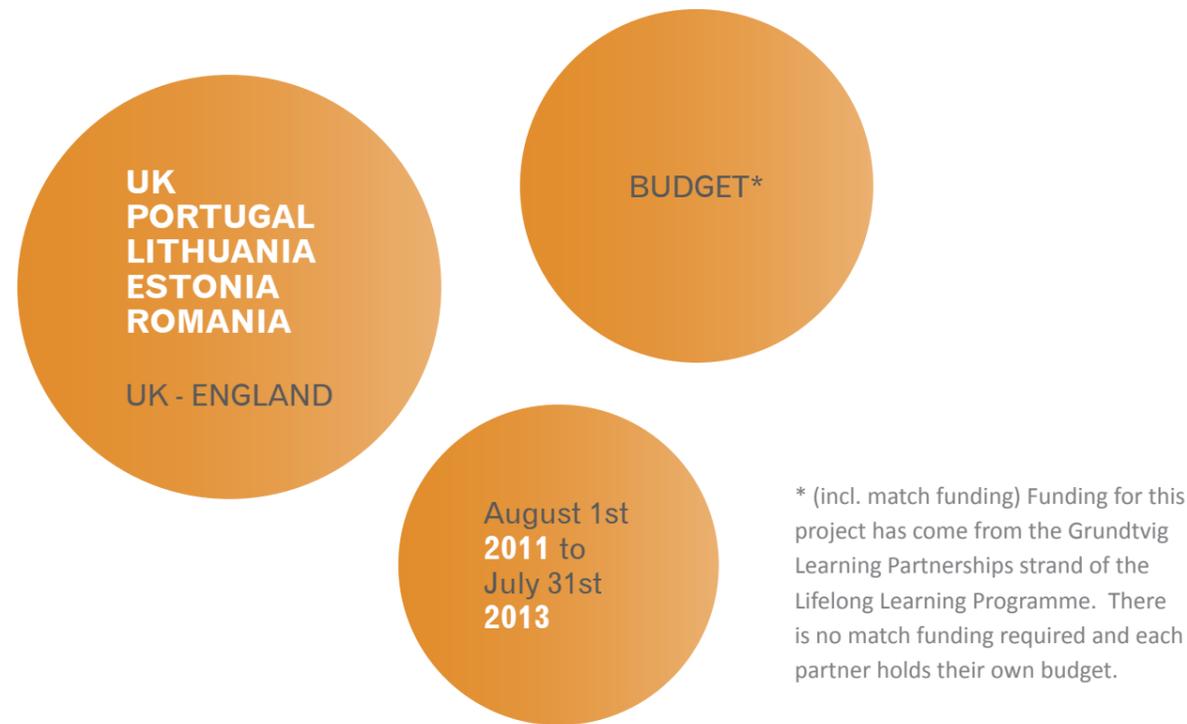
FIND OUT MORE

<http://www.mediafordevelopment.org.uk/film/future-me/>

<http://www.mediafordevelopment.org.uk/film/jobs-on-the-out/>



INFORMAL GATE MENTORING (IGM)



LEAD PARTNER

Kirsty Patterson.
Cementafuture Ltd
(UK Partner)

PARTNER ORGANISATIONS

Cementafuture Ltd (UK)
Associação Humanidades (Portugal)
VšĮ Žmogiškųjų išteklių stebėsenos ir plėtros biuras (Lithuania)
Baltic Institute for Crime Prevention and Social Rehabilitation (Estonia)
Penitenciarul Ploiesti (Romania)

ABOUT THIS PROJECT

The IGM project recognises the issues facing offenders upon release from prison and focuses on their needs “through the gate” in terms of social support and personal empowerment, so they have the support and tools to solve their problems, challenges and barriers facing them upon release. The IGM project is developing structures and training approaches/materials for volunteer informal mentors, so that they in turn can help the offender develop their personal empowerment.

The project has also highlighted the need of networking across Europe, where an offender is in prison in one EU member state and is released back to another EU member state. There is a need to informally mentor and support offenders from one country to another.

The IGM project is establishing non-formal training structures and materials for volunteer mentors to ensure common levels of provision and support. This training includes:

1. The purpose of informal mentoring
2. How to provide motivational interviewing
3. Introduction to NLP Tools
4. Introduction to CBT Methodologies
5. How to listen and how to question
6. What are the boundaries of informal mentoring
7. How to tackle learned helplessness, the impact of failure and what tools a volunteer mentor can use
8. How to use the Wheel of Life tool and how to interpret the data produced
9. How and who to refer mentee issues on to e.g. if they seem to have an immediate housing problem, to link them to local emergency shelters/housing providers.
10. What is expected to be covered in the informal mentoring process
11. How to end the mentoring process and when
12. What support the mentor themselves can expect
13. Personal Security Issues

The annual cost of re-offending is extremely high in all EU member states. The Ministry of Justice in the UK estimates that re-offending costs the country £11billion a year, with an additional cost of convicting someone and keeping them in prison for one year being £126,000.

Statistically, across the EU high numbers of adult offenders re-offend within one or two years. Statistically, in the UK 60% of adult offenders re-offend within 1 year and 75% of young offenders re-offend within 1 year.

Re-offending rates are highest among those sentenced for less than one year.

WHAT DID THIS PROJECT ACHIEVE?

The IGM project is still on-going. The project will achieve the following:

1. A jointly agreed structure for the training of volunteer informal offender mentors
2. Development and testing of jointly developed training materials to support the development of volunteer informal mentors
3. Transnational informal mentor study circles to link informal mentors together to share good practice/new ideas, together with new transnational virtuous circles of informal mentoring support to support the resettlement of offenders throughout the EU.
4. Social impact measured by use of the Cementafuture Wheel of Life, which tracks the distance travelled by an individual in terms of attitudinal, life and transferable skills.
5. An Informal Mentoring project website
6. 4 project newsletters
7. 5 EU member state dissemination conferences
8. Engagement of practitioners and policy makers active in the Criminal Justice System, at a national and EU level
9. Specific dissemination to the Ministry of Justice in each partner EU member state.

FIND OUT MORE

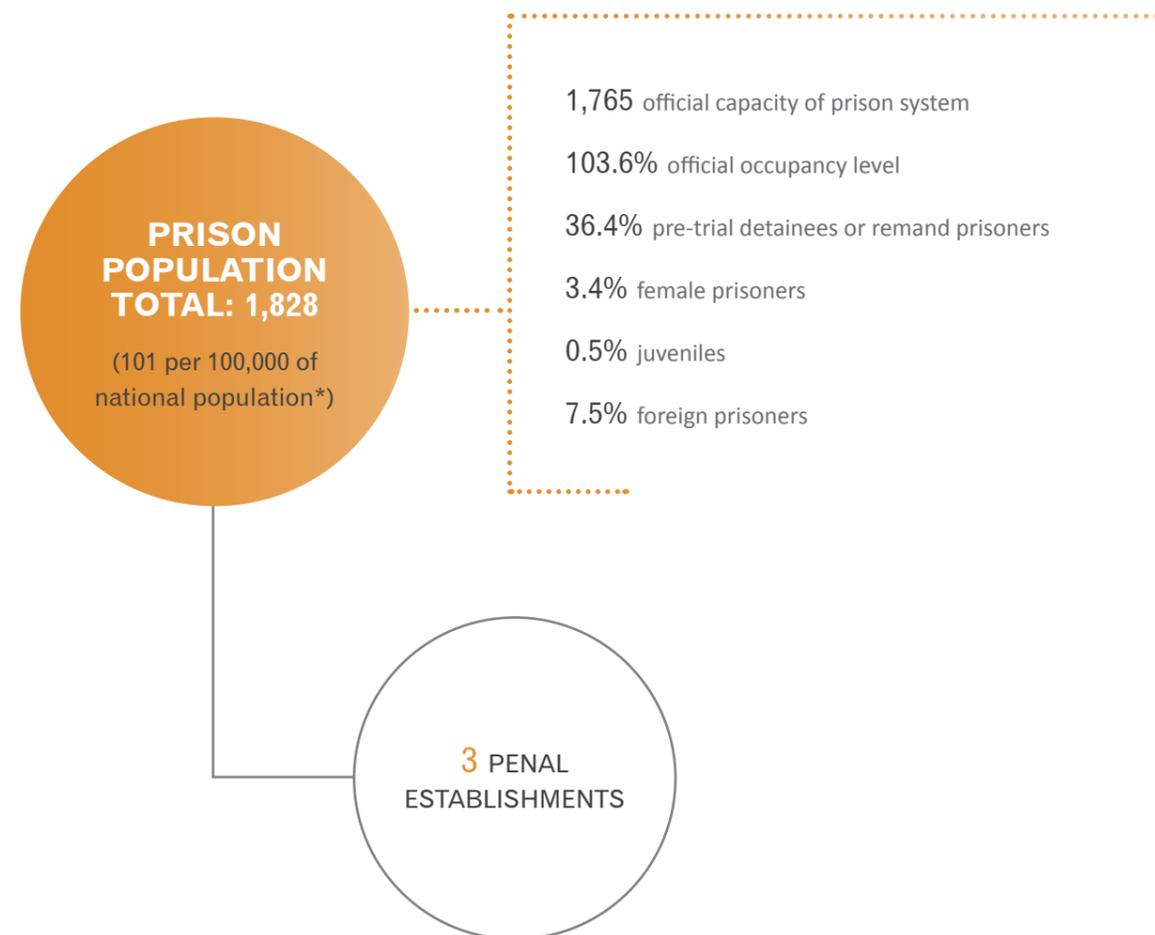
www.4igm.eu



UK - NORTHERN IRELAND

JOBTRACK

EXTERN RECYCLE (ER)



* Based on an estimated national population of 1.81 million at November 2011 (from Office for National Statistics figures).

At 17.11.2011
(National Prison Administration)

NORTHERN IRELAND AND ExOCOP

In 2009, ExOCOP partnered with NIACRO, an NGO working throughout Northern Ireland to reduce crime and its impact on people and communities. In May 2010 NIACRO hosted WS17 on engaging employers, and in November 2010 NIACRO's CEO chaired a seminar in Rome bringing together recommendations and good practice on engaging employers, prison work and networking between institutions. NIACRO staff have also taken part in events on women offenders in Berlin, and on community links in Bremen.

ESF AND PRISON

Northern Ireland Prison Service (NIPS) is an agency within the Department of Justice. It is responsible for the operation and delivery of services within the Northern Ireland prison system with its statutory duties defined by legislation. The Department for Employment and Learning (DEL) is the Managing Authority for the Northern Ireland European Social Fund (NIESF) and application for funding is made to them. To date NIPS have not applied for ESF funding but engage in partnership arrangements with relevant NGO's who apply for and manage programmes directly .

PRISON ADMINISTRATION CONTACT DETAILS

Director General NIPS
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Northern Ireland

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Mr. Brian Smart | Head of the European Unit (ESF N.I. Managing Authority)
Department for Employment and Learning
Adelaide House, 39-49 Adelaide Street, Belfast, BT2 8FD
Northern Ireland

JOBTRACK



LEAD PARTNER

Heather Reid, NIACRO.

PARTNER ORGANISATIONS

NIACRO (Northern Ireland Association for the Care and Resettlement of Offenders) (Co-ordinator)

ExOCOP colleagues, in particular HSI network, Germany

Probation Board for Northern Ireland

Northern Ireland Prison Service

Department of Employment and Learning

Department of Justice

ABOUT THIS PROJECT

Jobtrack is based on research that demonstrates employment is a significant factor in reducing (re)offending. The project is an employment-led resettlement programme operating throughout Northern Ireland, supporting adult prisoners from custody to community, 85% of whom were assessed as medium to high risk.

The ultimate aim is to contribute to a reduction in reoffending, and the project targets those who are experiencing multiple barriers that exclude them from the labour market. Jobtrack believes proactive engagement with employers is key to the project's success. Jobtrack has three, interconnected operational phases:

1. Beginning 12 weeks before the end of a prisoner's sentence, the Pre-Release Employment Support Programme

focuses on accreditation soft employment skills and a post-release employment plan. Staff provide advice and guidance on relevant training/employment options.

2. Once prisoners leave, staff in each of the three establishments provide Prison to Community Engagement Services, practical "through the gate" employability support.

3. Jobtrack staff receive referrals from Probation Officers and engage those referred in Community Engagement Services, focussing on those under supervision in the community. Jobtrack provides ongoing information to referring Officers as part of monitoring/review of individual progress and risk management processes.

Inspire was developed to offer specialist services for women offenders, and linked to the womens prison. In the first year of Inspire, 32 women were referred to the project with 60% engaging in personal development or skills-based training. Jobtrack's ongoing work with employers gives a true understanding of the demand side of the labour market as well as providing vital connectivity to it. Employer training and a confidential advice line and advocacy service for employers, employees and (potential) applicants supports the project.

and job applicants took 1001 calls. • 15 "Meet the Employer" events took place in prisons and in the community. These work to break down attitudinal barriers between employers and service users. 897 people from 307 organisations undertook training.

Engaging stakeholders: Being run by an NGO, Jobtrack is uniquely placed to enable key stakeholders and agencies to deliver on cross-cutting, sustainable development policy.

Influencing policy and practice: Evidence from Jobtrack is being brought to policy makers to reduce legislative, structural and attitudinal barriers that exist and ensure the safe and fair recruitment of people with convictions.

What employers say: "The person we hired through Jobtrack is extremely professional, very diligent, excellent timekeeper, gets on extremely well with the entire team and has never let the organisation or its clients down."

FIND OUT MORE

www.niacro.co.uk

WHAT DID THIS PROJECT ACHIEVE?



about 1000 service users/annually (from prison and in the community)
The target of 600 new referrals per year was exceeded with 1903 referrals coming through between 2008 and 2010.



44% went into employment after Jobtrack
Compared to 10% of those who left the programme early.

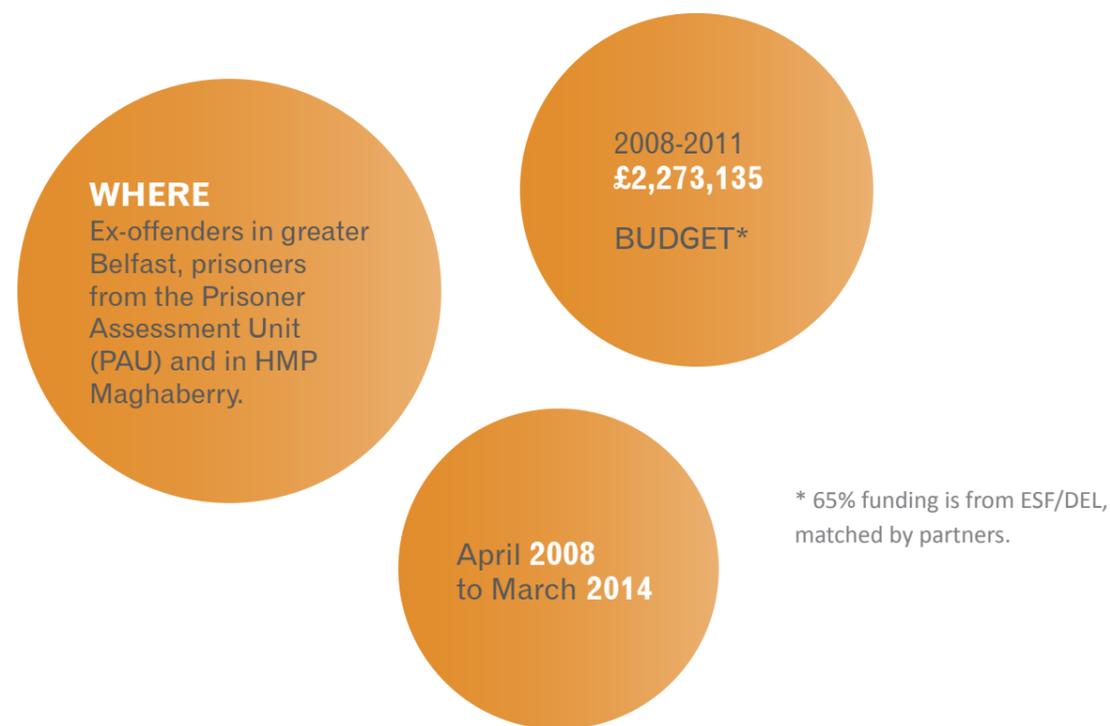


78% obtained accredited employment qualifications
Service users achieved over 1000 qualifications during the two-year period in a range of areas including IT, Forklift, Sports Fitness, Gas Installation, Catering, Hair & Beauty etc..



Engaging Employers: Working with employers is vital to the success of Jobtrack and three different activities are designed to promote their interest and involvement with service users. • Training and support for employers on the fair recruitment of people with convictions was well received. • A confidential advice line and advocacy service for employers, employees

EXTERN RECYCLE (ER)



LEAD PARTNER

Trevor Wright (Extern).

PARTNER ORGANISATIONS

Extern Organisation Ltd (Coordinator)
Northern Ireland Prison Service
Probation Board for Northern Ireland

ABOUT THIS PROJECT

Extern has worked with ‘hard to reach’ offenders and the homeless for over thirty years. All those participating in Recycle are adults marginalised within the local community: ‘disconnected’ from family and local networks, and lacking the skills or capacity to manage relationships and independent living.

The programme begins with induction training, profiling, assessment and agreeing an individual pathway for each trainee, and progresses to a range of programmes to support their learning. Trainees are encouraged to participate and training is flexible to enable them to work at their own pace. Recycle was structured to provide support, vocational and soft skills training in a ‘real work’ environment that can acclimatise trainees in preparation for progression to employment, and help them gain valuable vocational qualifications.

Trainee ‘motivation’ was a key challenge, to enable individuals to overcome their personal circumstances and work towards increasing employability through the range of learning and skills opportunities provided.

WHAT DID THIS PROJECT ACHIEVE?

Extern Recycle has recorded a success rate of 96% on the overall ESF target number of trainees (585), who between them were awarded 776 qualifications or certificates (beating the target of 50-74% of participants).

About 5% of trainees secured either full or part time employment or returned to further education or training (considered in the context of the ongoing economic downturn and growth in unemployment rates across the UK and Ireland). Trainees said they felt more positive and recognised they could ‘be good at things’ and ‘get along better with people’. With greater awareness of themselves, their future hopes – and those of their families – are significantly brighter.

Three quarters of hostel providers confirmed that the day structure and training programme with Recycle gave residents a more positive and confident attitude, that they were less disruptive. Key stakeholders in the NIPS and PBNI regarded Recycle as a safe secure environment within which to manage an offender’s risk level, confirming that the acquisition of learning and skills through placements with Recycle could provide referred offenders with the necessary ‘tools’ to gain employment and make positive changes in their lives.

WHAT THEY SAY ABOUT EXTERN RECYCLE

Feedback from key stakeholders: “a positive and innovative project”, “they are the way forward in the future and if integrated with other services I feel the demand would be promising for both themselves and other projects”, “very valuable resource/ project for our client group”, “a highly valued service that has contributed significantly to the management of offenders in the community”, “my clients generally enjoy going there”.

FIND OUT MORE

www.extern.org



THE BERLIN DECLARATION

ON THE REINTEGRATION OF OFFENDERS AND EX-OFFENDERS

THE EUROPEAN CONTEXT

Prisons

There are significant differences in the penal systems of the European Union's Member States. Each country has its own distinct legal framework, culture and administrative structures, and allocates responsibilities to a number of different offices or operational systems.

These differences between Member States impact on both prisoners and on prisons' infrastructure and resources. Many changes would be necessary to bring countries to a similar level in terms of how an offender is detained and treated and to align the detention facilities and the resources to which s/he has access.

This heterogeneity carries over into the range and quality of provision for education and employment, into the staffing capacity, duty of care, prison documentation and overcrowding, and into financing and third-party donor funding. Currently, many penal systems must find a way to interlace conventional prison activities with innovative initiatives that are often financed by the European Social Fund (ESF) and operate in less traditional areas such as providing labour market qualifications, mediating new employment opportunities, training via e-learning and managing the transition or reintegration of prisoners into the community.

However, several problems still exist in some systems such as the failure to promote (re-)training and education for detainees and to create a positive learning environment. Even in those Member States, where (re-)training and educational schemes are available, there are considerable differences in the quality and quantity of what is on offer.

(Ex-)Offenders

The European prison population however has comparable problems, as the clientele is very heterogeneous with common characteristics.

Inmates tend to be low-skilled, with the majority lacking any academic or vocational qualifications. Most are long-term unemployed or have never entered the

job market. Their lack of social and life skills can be a major barrier, not just to entering the workplace, but also to coping with everyday life and to becoming reintegrated into a community. Some have conspicuous social behavioural difficulties which immediately put them at a disadvantage on the labour market. Some also have physical and mental disorders which need to be medically addressed before they can connect effectively with the job market or with society.

Acceptance into a community is acknowledged as being pivotal in reducing recidivism, but the various components of successful reintegration remain under constant assessment. Major factors seem to be: the length of sentence; whether it is a first-time or repeat offender; the crime committed; gender-specific issues; and the particular needs of disadvantaged groups such as young people, minorities, immigrants, those with physical or mental disabilities and drug users.

Collaboration and Common Policy

Social and vocational reintegration requires each of these many, disparate components to be addressed according to the individual offender's needs. This process must also include offering educational and vocational training, dealing with the effects of long-term unemployment, providing suitable housing and tackling any drug misuse, debt management, health and behavioural problems and social exclusion. However, each component may have different characteristics and also different implications for men and for women.

There are some excellent examples of national or European projects which have tackled the employment, vocational training and labour market issues of ex-offenders, both inside and outside prisons. However, these tend to be pilot projects providing isolated examples of good practice, and have rarely resulted in changes to national policy. Communication between the diverse stakeholders necessary for any reintegration approach remains weak, compliance with existing standards is low and there are big differences in how resources are currently accessed and evaluated.

Despite the many positive developments at local, regional and national levels, to date, there is no common European policy for the reintegration of

ex-offenders and this is a situation which must be changed.

ExOCOP brings together over 40 European partners from every level in an ESF-funded European Learning Network. The main goal of ExOCOP is to reduce re-offending in Europe by developing a clear Education, Training and Employment pathway for prisoners and ex-offenders along which they can access strategic resettlement facilities. Over the past two years, it has held 20 operational workshops culminating in 5 seminars that have led to the development of a range of policy recommendations¹ as well as to the drafting of a Declaration which restates ExOCOP's commitment to work towards the reduction of (re-)offending within the different penal systems, bearing in mind ex-offenders' needs for education and employment and acknowledging their rights to rehabilitation and guidance for becoming fully integrated into mainstream society.

THE DECLARATION

OBJECTIVES AND SCOPE

OBJECTIVES

The overarching goal is to develop and implement general, yet systematic, rehabilitation / reintegration strategies for ex-offenders bringing them into the mainstream community within the EU Member States. Initiatives undertaken by the prison system are just one aspect of successful reintegration, which should be tackled in the broader context of both criminal and social policies.

To address the current situation, the declaration proposes to pursue two objectives:

At the political level, law enforcement and the penal system should promote and support reintegration strategies in prisons. Administrative issues, tendering and financial decisionmaking are included within the scope of this task.

At the practical and operational level, appropriate measures should be developed for rehabilitation. By sharing information about what works and examples of good practice, the measures adopted will be based on those that have proved to be useful and effective in other situations.

The tasks involved in the rehabilitation of ex-offenders should not fall to the judicial services alone, nor should these services be uniquely responsible for their implementation. Several other organisations or services such as f.e. law enforcement, probation services, employment agencies, social services, third sector organisations, education and training agencies, debtors' advisory centres and drug treatment facilities and others, as well as the local communities and the wider public should be involved, if the rehabilitation process is to be effective. These organisations and services can only achieve their collective goal through a commitment to close cooperation.

There is also a need to foster the involvement and engagement of the community. Strategies for raising public awareness are needed (like work with employers, reducing stereotypes of social exclusion and others).

IMPLEMENTATION OF OBJECTIVES

The implementation of a general, systematic European reintegration policy should be developed from those strategies that have been tested in this field and have led to improved conditions.

Systematic but tailored: Whilst a systematic policy must be designed, it is very clear that this policy must accommodate the individual, case-oriented approach, which has proved to be most beneficial. The policy may then be adapted to the particular needs of local communities, or the needs of individual ex-offenders. This is the most effective way for policy to promote specific action on behalf of disadvantaged target groups.

.....

(1) The recommendations of the workshops and the seminars are on specific thematic fields, not on general policy. They are published in the Lessons Learned Report of the Berlin Policy Forum 2012.

Acknowledge differences at the starting point and demonstrate the capacity to change: The aim must be to achieve a common minimum standard. But flexibility will be needed so that expectations of what can be achieved reflect the different stages of development across each member state.

Organisational changes promoted at a European level: Organisational changes must be proposed to implement this approach and to standardise and harmonise responses at regional, national and, particularly, European level. This will impact both on the design and the standardisation of current legal frameworks, and brings with it a commitment to make strategic improvements in the rehabilitation process.

Closer cooperation between the EU Member States and the European Commission would directly influence the way common standards and policies are promoted and implemented at national level. Improving funding opportunities and the streamlining of funding would also reinforce this effort.

OUTLINING A STRATEGY FOR IMPLEMENTATION

There is room for improvement at every level.

Inter-Agency Networking

A networking interface is essential and the terms and conditions of cooperation should be both integrated into the management and work of the organisations involved and also become legally binding in practice.

Networking includes both cross-departmental cooperation and partnerships between various institutions and organisations both at European and national level, including government agencies, regional and local authorities, social partners, civil society organisations and local communities. There is also a need for specific, structural roles such as inter-agency Coordinators, who should be directly responsible for the implementation of the activities of the network and have the authority to cross both institutional and departmental barriers.

Networking has different objectives at each level:

- At European level, the relevant European Commission services could ensure that there is a coordinated and common use of the various resources that are available;
- At Member State level, the appropriate legal frameworks should be outlined and the necessary

funds and resources to support and promote the reintegration approach should be provided;

- At national level, there should also be coordination between the relevant ministries that are responsible for various aspects of the approach;
- At regional level, an appropriate network of those individuals and organisations that are operational in the field should be promoted and sustained to improve the practical implementation of rehabilitation strategies.

Promoting and sustaining local infrastructures such as community-based solutions is of central importance, as they reach out to local cultures and actively encourage inclusiveness amongst disadvantaged areas or social groupings.

The successful implementation of a rehabilitation/reintegration approach will only be achieved through the use, development and expansion of local interfaces and networks. Success will be secured by making these networks sustainable and offering continuity of funding. Staff training is implicit in this networking approach, as the people undertaking the coordination role must be skilled in interfacing between disparate groups and agencies. Such training would also facilitate both systematic and structural change, so that social and criminal policies could incorporate a collaborative approach.

IMPROVING COOPERATION BETWEEN THE EUROPEAN COMMISSION AND THE MEMBER STATES

In order to develop a strategic approach to reintegration, there must be professional exchange between the diverse institutions and stakeholders. A forum is needed for this debate, connecting funding authorities with operational decision-makers, and representing all interests and stakeholders in the European penal systems.

It is proposed that the existing European organisations, f.e. ExOCOP, EuroPris and/or other appropriate agencies, should establish a panel of representatives of Member States' judicial authorities, national and regional authorities responsible for social inclusion and of each of the EU-DGs with a responsibility for aspects of the rehabilitation process and social inclusion. Other European bodies working in this field might also be represented on this panel.

In this panel, European Member States and their

decision-makers would assess needs and set the requisite aims and objectives. The panel would also be an appropriate body through which to develop and discuss corresponding research in this field.

Appropriate guidelines for rehabilitation cannot be formulated without a professional stakeholder network which represents both operational and policy-level decision makers. It is proposed to foster such a structure as an approach both to benchmarking existing national approaches and strategies and to formulating a sound, common European perspective.

GREATER ADERENCE TO EUROPEAN RECOMMENDATIONS AND GUIDELINES

Against the backdrop of the great variety of penal and judicial systems, it is of vital importance to support the implementation of the recommendations within the European Prison Rules (EPR)², which refer to Education Training and Employment (ETE)³. The EPR clearly outline the responsibilities of probation and other agencies, such as housing associations and health services, in the reintegration of ex-offenders. Law enforcement must be viewed as a common European task.

OBJECTIVES AND SCOPE

STRUCTURED FUNDING

Funding existing programmes: The European Commission already provides extensive incentive programmes in the field of the rehabilitation of ex-offenders. In order to enhance the effectiveness of the available funding, cooperation should be developed between the relevant actors and levels involved, with a view to fine-tuning the content and organisational aspects of these programmes.

Promoting funding possibilities in the discussed field and make the information more easily accessible is also important to advance the effectiveness of the available funding.

Future funding: With regard to the post 2013 funding, significant value could be added to future programmes if cooperation between the relevant services of the European Commission (such as health, education, employment, social services, research and justice) was extended to also cover the deployment or allocation of funding.

Possibilities offered by these services should be coordinated. Common guidelines to assess existing resources and areas of need at EU, national and regional level would promote the efficiency of the interventions of the EU programmes by targeting them at the issues or the types of ex-offenders, which present the greatest problems.

The use of funds for the treatment of ex-offenders in the community raises issues both at European and the national levels. Common guidelines are required to assess the extent of existing needs, to develop and implement a systematic policy for reintegration and to promote the efficiency of existing interventions and programmes. Structured funding, guided by recognised key themes would enable better implementation of policy and also promote further cooperation between DGs and national ministries.

A professional panel, as proposed above, could contribute to improved efficiency by, for example, focussing funding under recognised key themes, and awarding grants to those which develop synergies between relevant DGs and stakeholders and with external funders.

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(2) Council of Europe: Recommendation Rec(2006)2 of the Committee of Ministers to Member States on the European Prison Rules (adapted 11 January 2006)

<https://wcd.coe.int/ViewDoc.jsp?id=955747>

(3) Further recommendations can be included, e.g.: Council of Europe: Recommendation No. R(89)12 of the Committee of Ministers to Member States on Education in Prison (adapted October 1989)

[<https://wcd.coe.int/wcd/com.instranet.InstraServlet?command=com.instranet.CmdBlobGet&InstranetImage=593350&SecMode=1&DocId=656296&Usage=2>].

EXCHANGE OF KNOWLEDGE AND GOOD PRACTICE

Advances must also be made towards improved exchange of knowledge and good practice. Discussions on successful approaches should be systematically integrated into the field of rehabilitation / reintegration at Member State level. In order to sustain this process, appropriate funding should be made available, in particular for the identification and dissemination of the successful approaches and for promoting exchange of knowledge and good practices.

In order to sustain this essential learning process, project and programme knowledge transfer should be an obligatory component for funding, and programmes should be required to assess the transferability of their approaches to other European Member States.

EVALUATION

Particular attention should be paid to the development of evaluation methodologies in order to assess the efficiency and the effectiveness of the various initiatives supported through EU and national funding. This approach would also feed back into quality assurance and the reliability of certification, as well as cost-benefit considerations.

We pledge our support to the objectives and implementation as outlined and commit ourselves to collaborate towards promoting these goals.

THE FOLLOWING INSTITUTIONS SUPPORT THE BERLIN DECLARATION:

BELGIUM



**Federal Public Service
Justice**

Federal Public Service Justice
Belgium



International Juvenile Justice Observatory
Belgium

GERMANY



**Federal Ministry
of Labour
and Social Affairs**

Federal Ministry of Labour and Social Affairs
Germany



**Federal Ministry
of Justice**

Federal Ministry of Justice
Germany



Senate Department for Justice and Consumer
Protection Berlin
Germany



**Freie
Hansestadt
Bremen**

The Senate for Economy, Labour and Harbours
Federal State of Bremen
The Senate for Justice and Constitution Federal
State of Bremen
Germany

GREECE



EPANODOS

Greece



Ministry of Justice
Juvenile Justice Department

Italy



ISFOL
Institute for the Development of Vocational Training
of Workers

Italy

HUNGARY



Ministry of Internal Affairs
National Development Agency
Managing Authority of Human Resources Programmes

Hungary



Emilia Romagna Region

Italy



Ministry of Interior

Hungary



Regione Lombardia

Lombardia Region

Italy

ITALY



Ministry of Labour and Social Policies
Directorate-General for Passive and Active Labour Policies

Italy



Region Toscana

Italy



Regione Lazio
Regional Minister for Employment and Training
Managing Authority of ESF

Italy

POLAND



Ministry of Justice Department of Penitentiary Administration
General Directorate for External Penal Execution Permanent
Group for ESF Projects

Italy



Central Board of Prison Service

Poland

PORTUGAL



Prison Administration
Portugal

ROMANIA



Romanian Prison Administration
Romania

SLOVENIA



Prison Administration of Republic of Slovenia, Ministry of
Justice and Public Administration
Slovenia

SPAIN



UAFSE - Sub-directorate General of the ESF Managing Unit
Ministry of Employment and Social security
Spain



OATPFE - Autonomous Body for Work in Prison and
Vocational Training for Employment
Ministry of the Interior
Spain



Inclusion Initiatives Centre
Centre d'Iniciatives per a la Reinserció
Spain

THE NETHERLANDS



The Netherlands Ministry of Security and Justice,
Director-General Youth and Sanctions
The Netherlands



180 Foundation
The Netherlands

UK – ENGLAND



National Offender Management Service (NOMS)
Ministry of Justice
UK

UK – NORTHERN IRELAND



Department of Employment and Learning
Northern Ireland



Department of Justice
Northern Ireland



NIACRO
Northern Ireland

This publication reflects the views of the authors, and the European Commission cannot be held responsible for any use which may be made of the information contained therein.

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