

LABOUR INTEGRATION



Co-funded by the
Erasmus+ Programme
of the European Union

MODEL FOR THE INTEGRATION IN THE LABOUR MARKET OF PERSONS DEPRIVED OF LIBERTY



www.educateproject.eu



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THE PROJECT

EDUCATE is a project co-funded by the Erasmus + Programme of the European Union. Started in November 2016, it will end in October 2018.

As a Strategic Partnership supporting exchange of good practices, the project has the primary goal to allow partner organisations to share experiences, approaches and work methodologies in the field of adult inmates education. The exchange process aims to improve the staff profile of involved organizations, promoting self-awareness and increasing, from a qualitative and quantitative point of view, the competences of educators working in prison and in structures for criminal measures alternative to detention.

Thanks to training sessions and relevant stakeholders engagement, EDUCATE aims to create tools which will integrate the approach and methodologies already used by partner organizations and which will be disseminated among other organizations and stakeholders in the Justice field.

PARTNERS

L'Ovile - www.ovile.net

L'Ovile is a social cooperative established in Reggio Emilia (Emilia-Romagna Region, Italy) in 1993, with the aim to promote the inclusion of disadvantaged people, who live difficult situation from a social and economic point of view.

Penitenciarul Bistrita - www.anp.gov.ro

Established in 1st May 1991, Bistrita Penitentiary is a public institution that is part of the defense system, public order and national security of the state.

You in Europe - www.youineurope.gr

You in Europe is a NGO based in Greece. "You in Europe" is a space for everyone who loves living through learning... and vice versa.

Asociación NOESSO (No Estás Sólo) - www.noesso.org

Noesso is a non-profit NGO based in Almería since 1990, working in three different areas: drug-addicts attention and treatment, child with behaviour problems intervention and social inclusion of people in risk of social exclusion.

Associação Sapana - www.sapana.org

SAPANA.org is a Portuguese NGO, founded in 2012, working with a tripartite methodology that lies on the complementarities of two lines of action: AWAKENING of consciousness and EMPOWERMENT for change.

GOALS

The project allows partners to improve their **COMPETENCES FOR EFFECTIVE SOCIAL REINTEGRATION** working on three specific dimensions, which are crucial to the successful development of educative paths addressed to inmates:

- How to promote transversal competences among inmates?
- How to promote integration into labour market?
- How to create a local network involving other organizations and relevant stakeholders in order to make social reintegration more effective and to reduce risk of crime?



**COMPETENCES FOR EFFECTIVE
SOCIAL REINTEGRATION**



**COMPETENCES FOR INCLUSIVE
SOCIAL REINTEGRATION**

Thanks to the project, partner organisations improve their **COMPETENCES FOR INCLUSIVE SOCIAL REINTEGRATION** working on specific diversity management competences, which ensure an effective social reintegration in particular of:

- inmates with mental disease,
- migrants and minorities.

THE MODEL

This model is based on the experiences of EDUCATE partners representing the following countries: Italy, Portugal, Spain, Greece and Romania.

It is a proposal to create a unique model that can be presented to entities in each country, standardized and that can be implemented at a national level (as it is already done in Spain with Reincorpora).

WHO?

- Public Sector: Prison Establishment, Ministry of Justice
- Social Economy Sector: NGOs that implement the project inside and outside prison
- Private Sector: Companies, as funders of the project like La Caixa, and as employers, as clients of services/products that prisoners make in prison.

The social economy sector was created initially to respond to what neither the State nor the private sector were responding to, not taking responsibilities away from these sectors but complementing them. At the moment, for a good and effective social intervention, it is important the articulation between the three sectors: public, private and social economy.

GOALS

- To improve the personal skills and competences
- To promote personal development tools
- To allow inmates to be hired for external companies
- To contribute to socio-occupational integration
- To offer ordinary companies an alternative form of social responsibility in occupational inclusion, creating more employment opportunities
- To improve the professionalization and training of professionals
- To promote socially responsible regions
- To help people at risk of social exclusion
- To promote equal opportunities

INSIDE THE PRISON

How

- Training
- Selection of participants - with a view to exit within 1 year
- Interviews and diagnosis
- Group creation
- Group training where soft skills are worked:
 - Theory + Internships + Skills/ Competences
 - Foster entrepreneurship
 - Community services
 - Group session to prepare for the labor market

Participation profile

- Men and Women
- Inmates with primary school (2nd and 3rd cycle) and in Probation
- Able to access the labor market
- In case of foreign inmates, have to be legalized
- Able to follow the individualized training plan in the prison establishment or in case of probation
- Basic education and knowledge in case they access to a qualification
- Participant engagement and involvement
- With no clinical pathology identified

Technician

- Inmates work inside the prison, in agriculture – they produce goods and then the cooperative sells them in the local market – and carpentry, where they have some fixed clients (experience/know-how) – L'Ovile experience.
- Manages the participants' selection together with the Prison.
- Run a diagnosis of the participant and defines a tailor-made path

Benefits

Analyzes the individual needs of each participant and reroute them to:

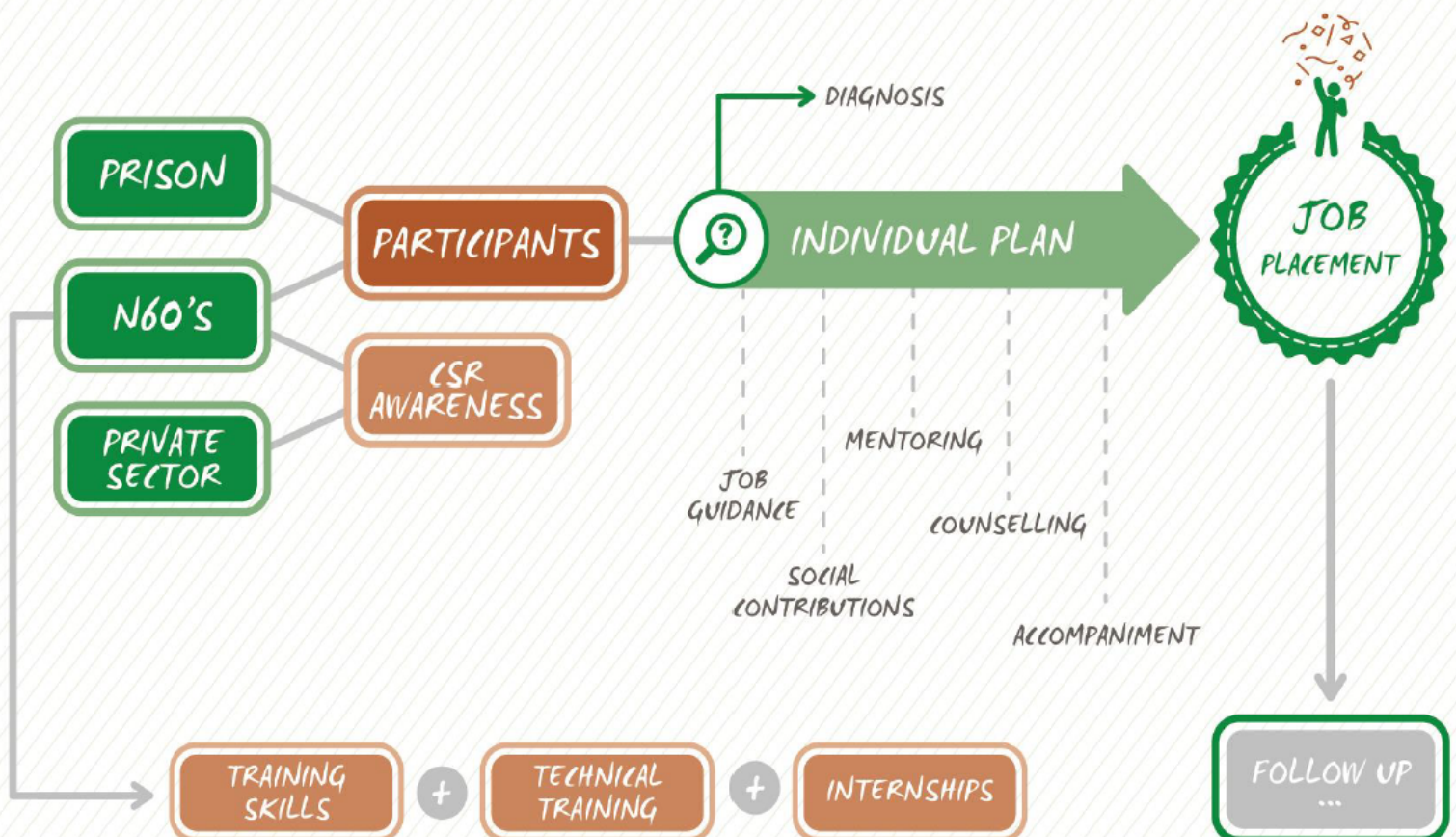
- Group sessions in order to develop skills or competences.
- Training Centres
 - Training of 300 hours (+/-)
 - Theory + Internships + Skills/Competences.
- Foster entrepreneurship.
- Community services.
- Group sessions to prepare for the labor market.
- IT Trainings.
- Everything (all steps previously described) takes place at the same time or in parallel.
- Recover links
- Experience solidarity
- Improve learning
- Improve attitude
- Foster social integration
- Boost self-esteem and a positive selfimage

OUT OF PRISON

How

- Raising awareness within companies to employ inmates, create employers
- Individual Monitoring and Mentoring – 6 months with SAPANA and NOESSO
- In-company/onsite support and follow-up by technical staff
- Monitoring/follow-up through the reinsertion apartments

MODEL OF INMATES INTEGRATION INTO LABOUR MARKET



VALUES

- Individuality. The focus is on the needs and interests of the individual
- Respect for the personal life decisions, needs and wishes of individuals
- Autonomy: Support for self-determination and decision-making in relation to their own life plan.
- Informed choice: This involves helping raise people's awareness of the opportunities available for them, helping them to choose according to their own preferences.
- Empowerment: The building and strengthening of one's own capabilities. This involves taking responsibility for one's own life and well-being.
- Confidentiality: Compliance with the rules in force and only using information with consciousness.
- Flexibility: Adaptation to the needs of users
- Accessible for all those who are interested

