COMPETENCE RECOGNITION TOOL

PROFILE OF THE EDUCATOR WORKING WITH PERSONS DEPRIVED OF LIBERTY

www.educateproject.eu

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.

Associacao 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.

educate
Educators for Inclusive and Effective
Reintegration of Inmate

PROFILE OF THE EDUCATOR WORKING WITH PERSONS DEPRIVED OF LIBERTY

The educator who works with people deprived of liberty carries out his/her activity according to a project designed for and with the target person to achieve his/her social reintegration. The educator performs tailor-made paths for users which involve the whole service network and the community, as well as public and privates institutions.

FORMAL EDUCATION

* Degree in Psychology, Sociology, Pedagogy, Law or other social and educational disciplines: correspondence to the level 6 of the EQF European Qualification Framework

ADQUIRED KNOWLEDGE

* Good knowledge of main ICT and social media
* Knowledge about drug addiction problems
* Basic knowledge about migration regulations
* Knowledge concerning mental health problems
* Updated knowledge concerning legislation of the penal and penitentiary system and related services
* Knowledge of formal and non-formal education methods and informal approaches
* Training in social and labour reintegration methodology (formal and non-formal)
* Knowledge of the community resources
* Gender perspective
* Knowledge of Restorative Justice

CARRIED-OUT ACTIVITIES	REQUIRED COMPETENCES
✓ Elaborate the social and labour diagnosis of persons deprived of liberty by himself or in collaboration with other professionals and expertees * ✓ Design personal plans with the goal of achieve full reintegration in society ✓ Monitoring, Analysis and Evaluation aimed at supporting individual project design ✓ Implementation of individual projects designed according to the specific features of the operational context, within the structured system of social resources, aimed at the individual harmonious development, at recovering and promoting the individual potentiality, at enhancing reintegration and social inclusion, at promoting autonomy on professional and social side. ✓ Overall monitoring of global user conditions and of local opportunities ✓ Promotion and organization of initiatives and social resources aimed at implementing the individual project	✓ Network building, promotion and development of local networks, creation of new relationships among involved organizations ✓ Effective communication; ability to relate to and communicate with foreigner users and knowledge of issues concerning mental disease, migration and minorities; ability to relate to disadvantaged persons. ✓ Organizational awareness – understanding of existing relationships within involved organizations, of structures and organizational charts ✓ Team working competences, cooperative attitude ✓ Ability to delegate tasks, to enhance individual development, to encourage and to put trust in someone. ✓ Strong operative and organizational autonomy ✓ Self-awareness and self-care ✓ Proactive attitude: ability to identify problems and opportunities and to act autonomously ✓ Vision and long-term perspective useful to connect daily activity with goal-oriented strategies

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- ✓ Planning, organization, management and evaluation of individual and group activities based on users' involvement, in collaboration with other professionals and the family
- ✓ Involve the family of the persons deprived of liberty in the reintegration process
- ✓ Promotion of an effective communication addressed to the user and to the persons involved in the network
- ✓ Resources promotion aimed at enhancing the well-being and the life-quality improvement of users, the skills and knowledge development aimed at social inclusion and integration into labour market
- ✓ Mediation and support aimed at supporting the relationship between foreigner user and service network
- ✓ Reporting on user path addressed to service coordinators.
- ✓ Coordinate the external and internal resources according to the plan
- ✓ Rising awareness about reintegration in public and private companies and in the society in general
- ✓ Perform the follow up of the persons deprived of liberty during the established plan and after the plan
- ✓ Promote and integrate the gender perspective in the individual plans

*Depending of the role or institutions involved

- ✓ Analytic thinking: systematic approach to problems
- ✓ Conceptual and creative thinking: the ability to recognize the most important aspects of a situation
- ✓ Information research: ability to research, collect and organize interesting data
- ✓ Flexibility: ability to adapt to different situations, to work in an effective way, to promote changes
- ✓ Open communication of goals, emotions and ideas also in difficult negotiations with external partners
- ✓ Ethical commitment related to respect to the persons deprived of liberty
- ✓ Managing different information from different resources, integrating the relevant information in the plan
- ✓ Open attitude to new cultures, methodologies, different points of view
- ✓ Aim to improve his/her own professional skills and constant development
- ✓ Develop the gender perspective among persons deprived of liberty
- ✓ Promote an appropriate relationships between persons deprived of liberty and their relatives
- ✓ Promote Restorative Justice initiatives
- ✓ Digital competences

TRANSVERSAL COMPETENCES

- ✓ Conflict Management
- ✓ Stress Management
- ✓ Emotional intelligence
- ✓ Resilience
- ✓ Problem solving
- ✓ Flexibility
- ✓ Proactive
- ✓ Motivated, and able to rise motivation in others
- ✓ Open minded
- ✓ Empathy
- ✓ Active listening
- ✓ Ethical commitment
- ✓ Team worker
- ✓ Groups management
- ✓ Marketing skills