



PROMOTE



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EBSN Conference 19th June



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PROMOTE project

18 partners from 10 countries

Denmark, Germany, Italy, Hungary, Lithuania,
Portugal, Romania, Spain, The Netherlands, Turkiye





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PROMOTE PROJECT - CONCEPT

Promoting integrated professional development for prison practitioners in the field of vocational excellence for offender reintegration

An integrated approach to training for professionals working in and for the criminal justice system, with a particular focus on the trainees' experience and on the updating of skills with a direct impact on the reintegration of inmates into society.

Correctional ecosystem is one of the adult education and lifelong learning ecosystems

Practitioners and professionals of this ecosystem perform daily informal, unrecognised and untrained adult educator tasks and roles, and their learners are all part of so-called “low basic skills” (learners in need of updating / upgrading life & citizenship competencies)



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PROMOTE PROJECT - OBJECTIVES

1. Assessment of training needs and involvement of stakeholders and to create a self-sustaining regenerative PROMOTE methodology
2. Update the competency matrix of criminal justice professionals and disseminate the PROMOTE methodology
3. Establish Centres of Vocational Excellence (CoVEs) and improve vocational training in the prison system



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PROMOTE PROJECT - OBJECTIVES

4. Provide Comprehensive Training Programs to professionals working in and for the prison justice system
5. Assessing, validating and recognising learning paths
6. Establish effective strategies for dissemination and exploitation of the project
7. Improve the impact and sustainability of the project.

CoVE is an excellent mechanism to fund and develop at European level professional competencies for adult educators

PROMOTE provides a well tested methodology on how to ask your adult educators what is really their reality, based on that help them pinpoint missing competencies, co-produce learning experiences, increase their professional development and get it micro-credentialised at EU level



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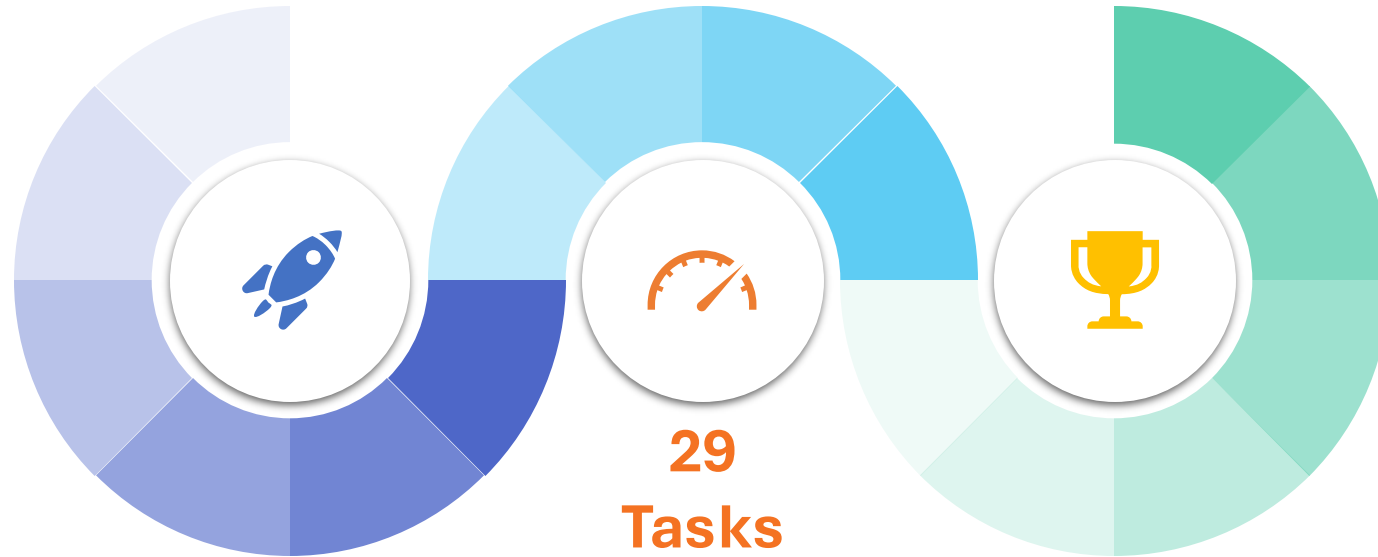


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PROMOTE PROJECT – Timeline and activities



48 months
2024 - 2028



5
Working
Packages

29
Tasks

47
Outputs



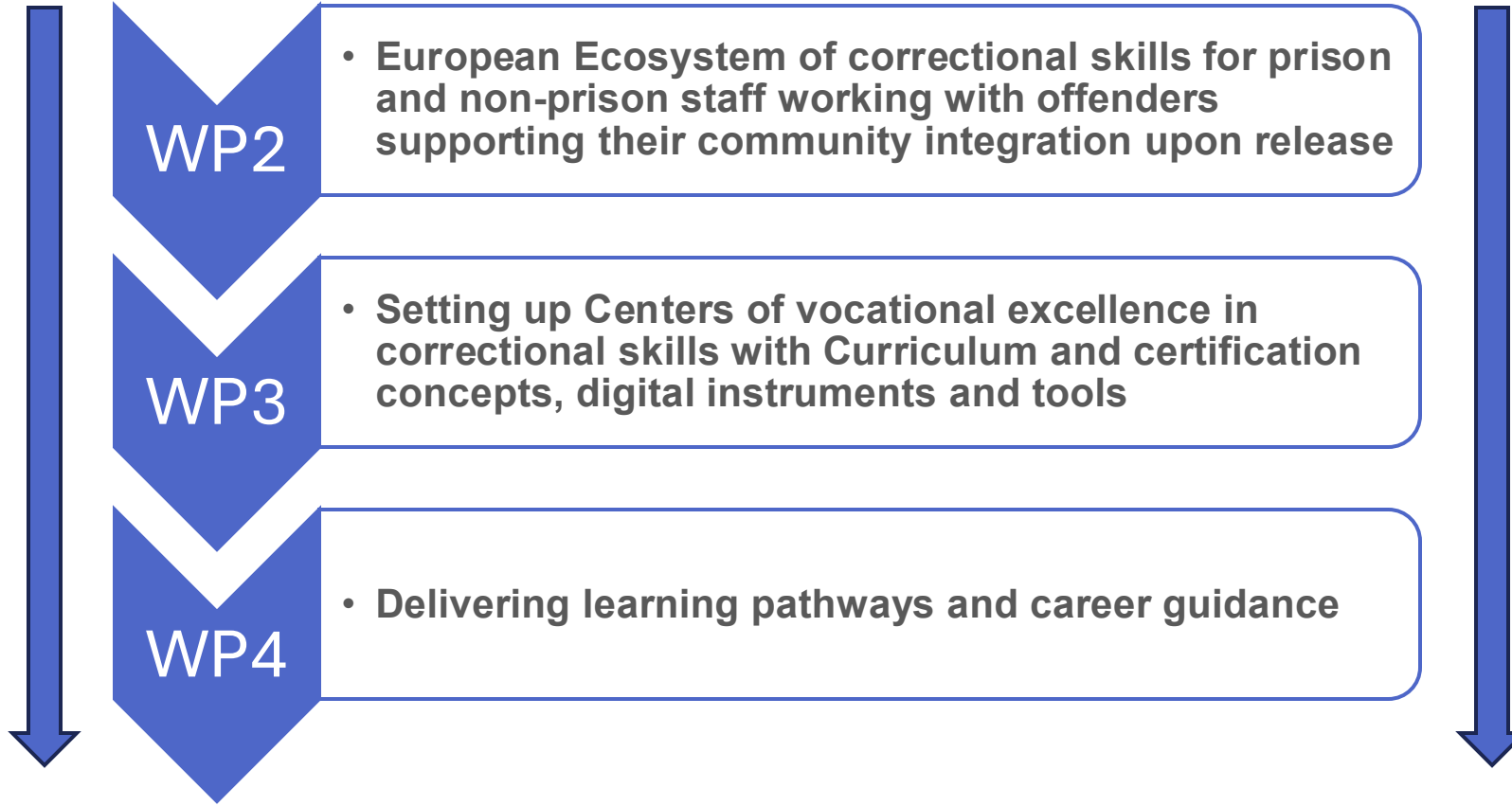
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PROMOTE PROJECT - Methodology

WP1 - Project management, coordination, quality assurance and evaluation



WP2

- European Ecosystem of correctional skills for prison and non-prison staff working with offenders supporting their community integration upon release

WP3

- Setting up Centers of vocational excellence in correctional skills with Curriculum and certification concepts, digital instruments and tools

WP4

- Delivering learning pathways and career guidance

WP5 - Dissemination and Exploitation Activities

Why dose this matter to EBSN members?

So you don't repeat our mistakes and design even more focused, fewer steps & outputs, even more learner-centric.

More than 50% of this methodology can be applied with no external funding, just at community level



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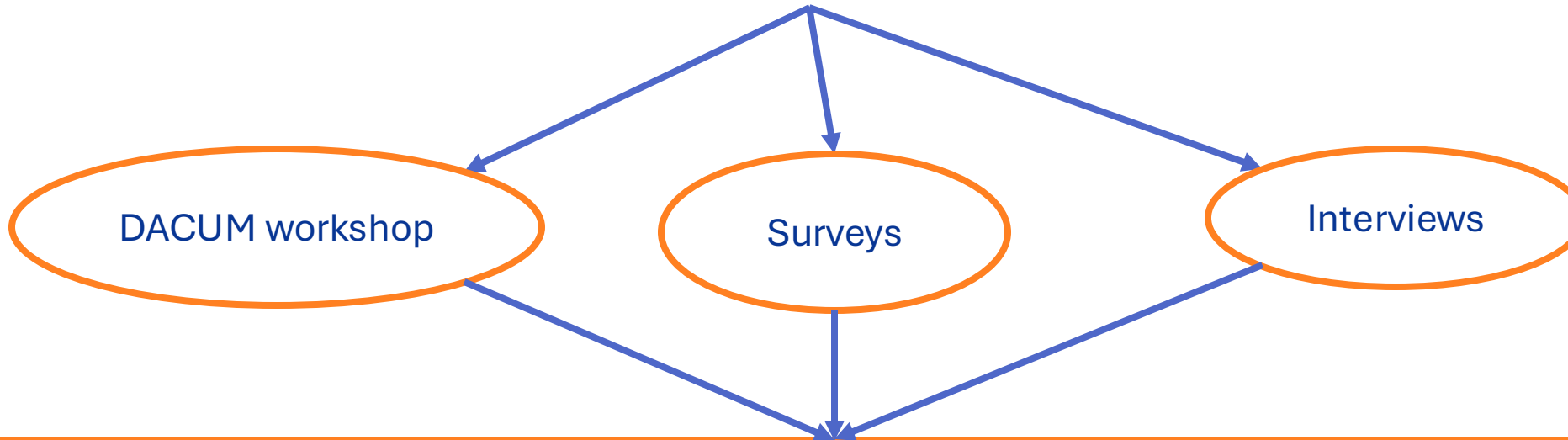


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PROMOTE PROJECT – STEPS taken

Identify professional profiles -- professionals' perspective of what is their job



Duties, tasks, competencies, attitudes, required knowledge, behaviour, required training, training needs and challenges = **professional profile**

Why dose this matter to EBSN members?

...because to this date, in EU we don't have the portrait of the adult educator working with adults in need of support with life & citizenship competencies.....



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PROMOTE PROJECT – STEPS taken

A DACUM workshop (Developing A Curriculum)

Current Job	Current duties	Current tasks	Current skills/competencies	Current behaviour	General knowledge	Specific knowledge	Existing training
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Challenge 1	
Challenge 2	
Challenge 3	
Challenge 4	



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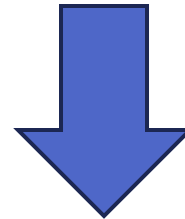


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PROMOTE PROJECT

A DACUM workshop

Future Job	Future Duties	Future tasks	Future Skills/ Competencies	Future Behaviours	General Knowledge	Specific knowledge	Training needed
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Training needs

Reflection on own professional occupation



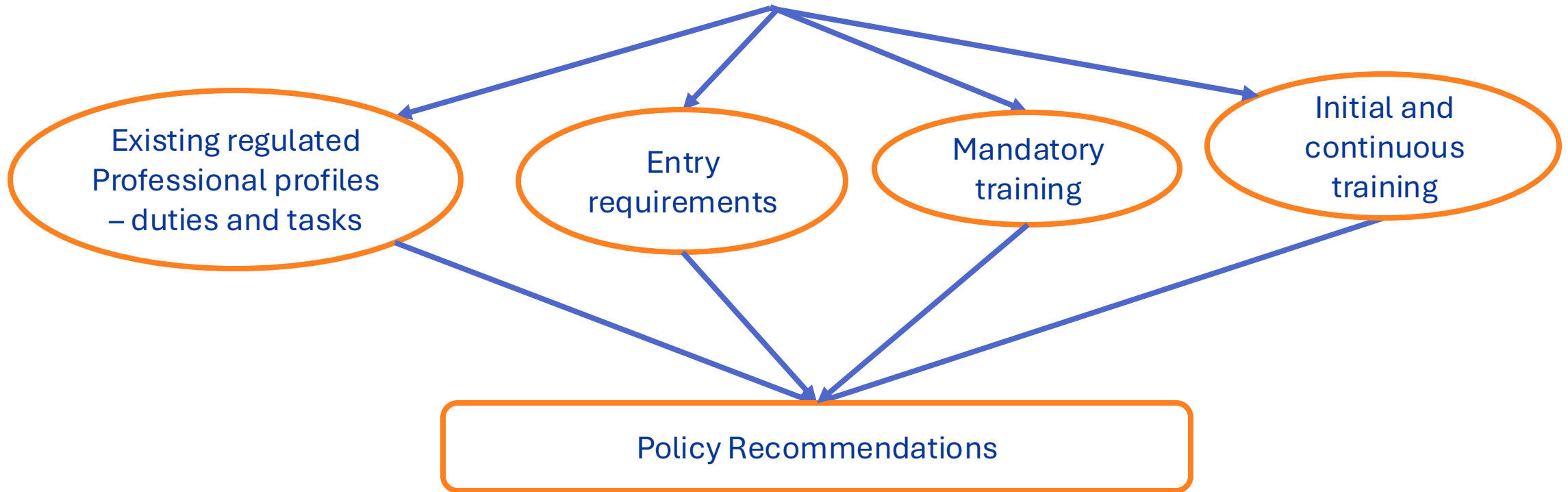
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PROMOTE PROJECT – STEPS taken

Analyse Policy documents per country





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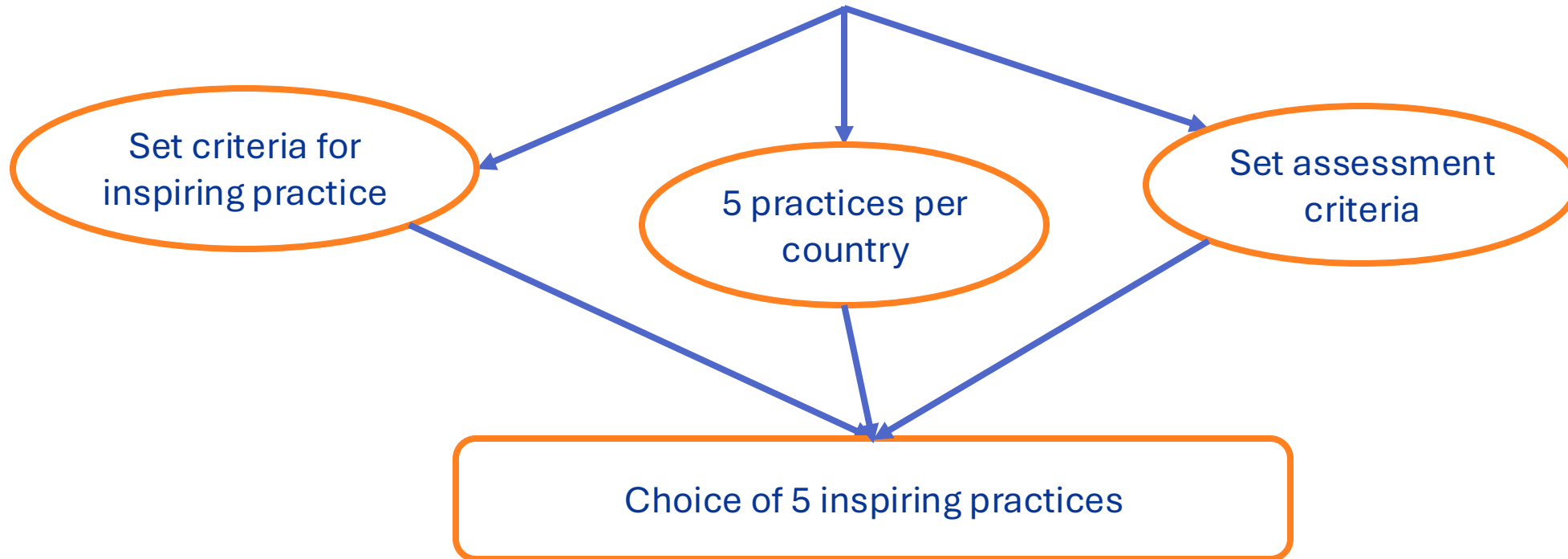


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PROMOTE PROJECT – STEPS taken

Collect Inspiring Practices involving training





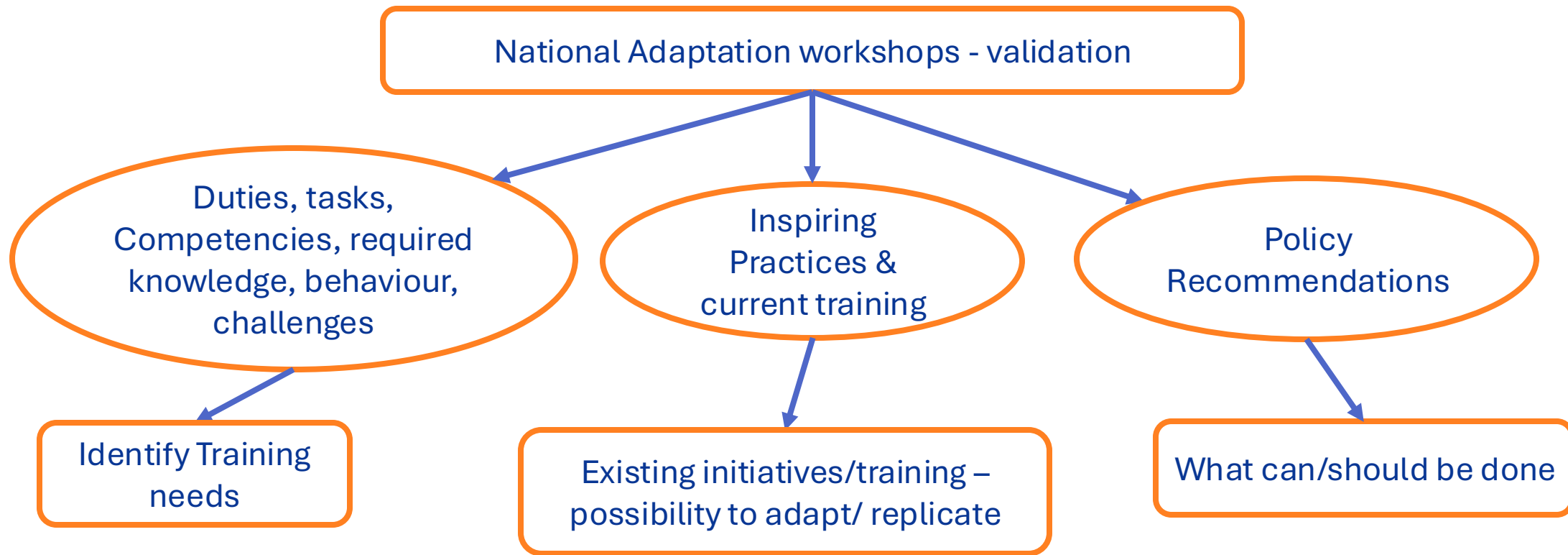
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PROMOTE PROJECT – STEPS taken

Put it all together





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PROMOTE PROJECT – DATA COLLECTION

- 8 DACUM WORKSHOPS (Denmark, Germany, Italy, Lithuania, Romania, Spain, Turkiye) – June – July 2024
 - 119 professionals
 - 38 different professional profiles
 - 7 categorised profiles (similar duties, tasks, competencies and knowledge) Identified challenges and training needs



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PROMOTE PROJECT – DATA COLLECTION

- 810 SURVEYS (Denmark, Germany, Italy, Lithuania, Romania, Spain, Turkiye)
August – November 2024

Profiles	N° surveys
Prison officers	458
Social workers	95
Reintegration professionals	83
Psychologists	60
Trainers/Educators/teachers	18
Other profiles	71



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PROMOTE PROJECT – RESULTS

• Survey results – overview

Age and gender

- Professional profiles who are uniformed staff working daily with inmates, generally called Prison officers, are, in a great majority, men.
- The age average, apart from Romania (average age between 28 and 30), is between 30 and 50, with Portugal registering the oldest professionals, and Lithuania, the youngest.
- It is also common that the great majority of these professionals holds secondary education, except in Lithuania, where the majority holds a bachelor degree
- In all other professions, psychologists, probation and rehabilitation experts, teachers and trainers, the majority are women, and all above 30's. These professionals mostly hold degrees or master degrees in social sciences, attend additional training and, in general, are very experienced professionals.



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PROMOTE PROJECT – DATA COLLECTION

- 151 INTERVIEWS (Denmark, Germany, Italy, Lithuania, Romania, Spain, Turkiye) August – November 2024

With professionals working in the following areas, who have complemented the Information of DACUM workshops

- a) Security and surveillance, counselling and monitoring – prison officers, Re-education specialists, Security of Detention Safety Workers, social educators, Prison Regime Workers
- b) Probation/Reintegration/Reinsertion – Social workers, reintegration experts/specialists/technicians, Contact officers, probation officers, Execution and Protection officers
- c) Specific Psychology related duties – Psychologists, Evaluators
- d) Prison education – teachers, trainers.



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PROMOTE PROJECT – RESULTS

- POLICY REPORT

- 10 Recommendations based on the analysis of Policy and regulations in Denmark, Germany, Italy, Lithuania, Romania, Spain, Turkiye

- INSPIRING PRACTICES

- 40 inspiring practices collected from Denmark, Germany, Italy, Lithuania, Romania, Spain, Turkiye and 5 best selected



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PROMOTE PROJECT – RESULTS

Aggregated results

- 7 validated professional profiles – **Prison officer, Re-education professionals, Rehabilitation /Reintegration /Probation professionals, Psychologists, Social Workers, Trainers/Educators, Teachers**
- Each describing duties, tasks, competencies, attitudes, knowledge, required training
- Identified training needs for each professional profile – nationally and transnationally – many common needs

Why dose this matter to EBSN members?

Imagine having this level of detail for professionals and practitioners working in adult education settings, delivering learning experiences for adults in need of updating life & citizenship competencies.

Imagine providing this portrait to policy makers, trade unions, professional associations, further education leaders, CPD providers.



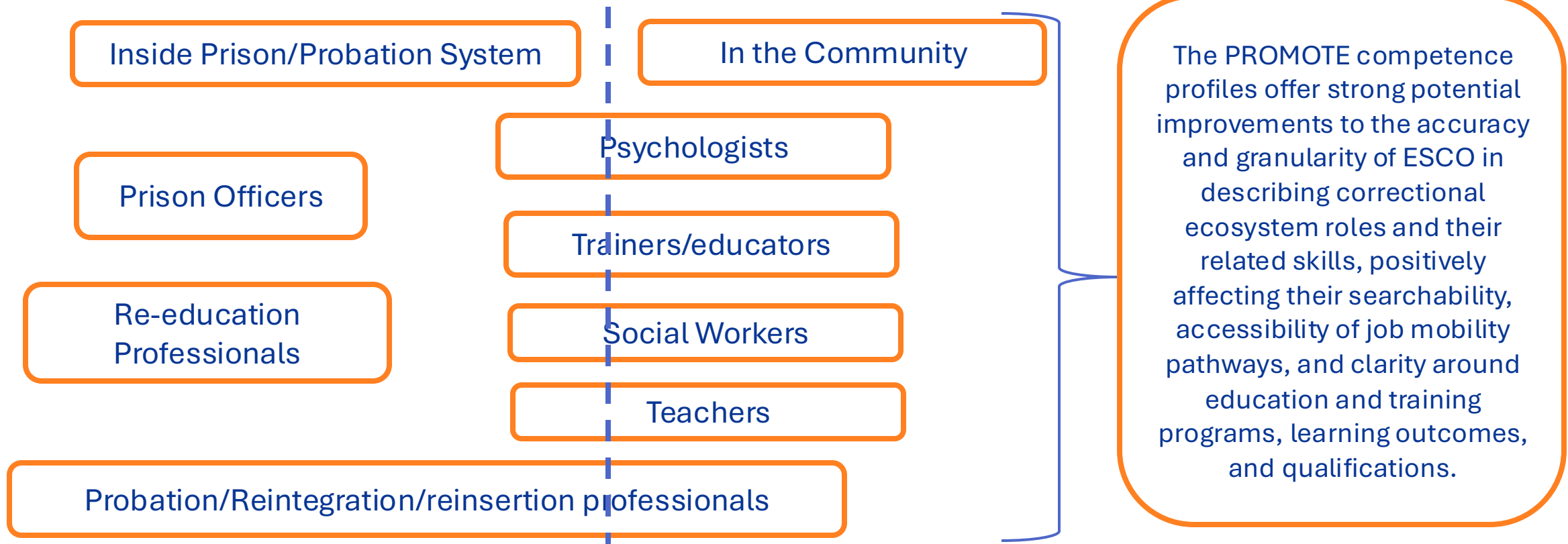
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PROMOTE PROJECT – STEPS taken

Establish professional profiles and compare to ESCO definitions



Why dose this matter to EBSN members?

Do we know the professional profiles of practitioners and professionals in adult education? Based on the reality, context and needs of the communities of learners they serve?



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PROMOTE PROJECT – STEPS taken

Development of a Skills ecosystem

map for corrections – the 1st of its kind

https://bit.ly/PROMOTE_ecosystem

Identifies prison and probation systems and relevant community Stakeholders working for rehabilitation.



Why dose this matter to EBSN members?

Do we know the ecosystem for practitioners and professionals in adult education?



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PROMOTE PROJECT – CHALLENGES

Stakeholder engagement

Factors hampering participation

Professionals' workload

Understaffing

Low motivation

Extensive project tools

Strategies

Personalised communication

Opportunity to provide valuable contributions

Involvement with project goals

Advocating for change



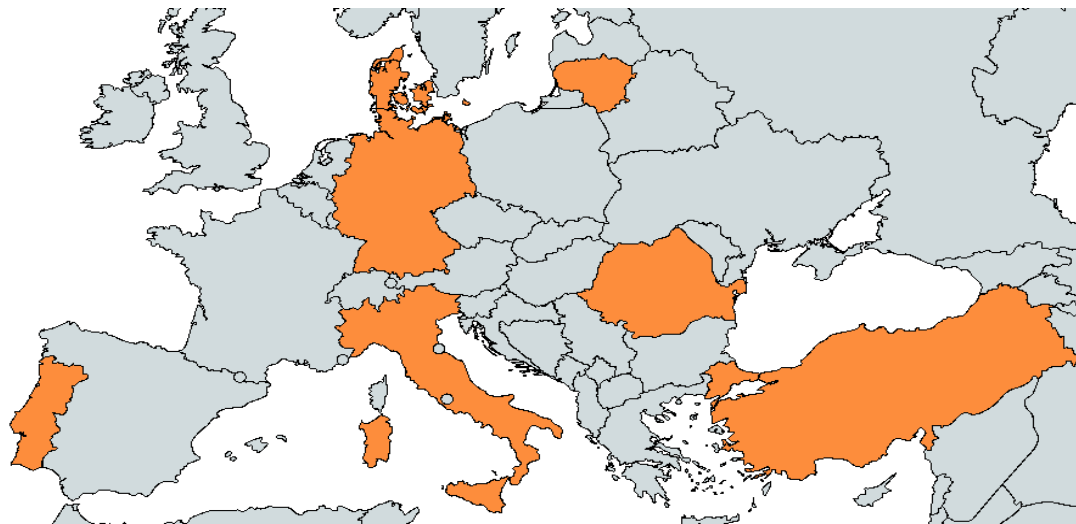
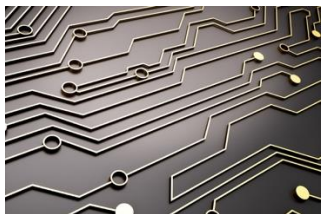
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PROMOTE PROJECT – NEXT STEPS

Set up Centers of vocational excellency in correctional skills with Curriculum and certification concepts, digital instruments and tools





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PROMOTE PROJECT – NEXT STEPS

Develop tailored and innovative training for professionals - Deliver learning pathways and career guidance

Mostly low skilled individuals

Same target group – individuals deprived of their liberty and in parole

A complex ecosystem

Similar professional profiles

Same goal – rehabilitation and reintegration into society

CENTRES OF VOCATIONAL EXCELLENCE – CORRECTIONS – Promote and enhance adult education



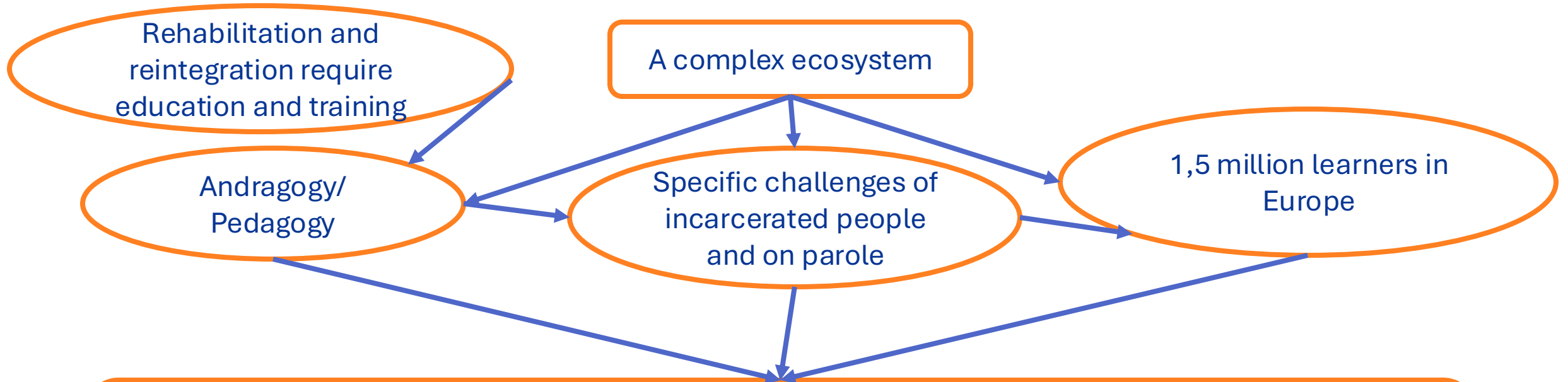
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PROMOTE PROJECT – NEXT STEPS

PROMOTE intends to bring Adult Education concepts into the corrections field



CENTRES OF VOCATIONAL EXCELLENCE – CORRECTIONS – Promote and enhance adult education:

- Lifelong learning – foster continuous training
- Provide valid certification with impact on career progression and career guidance
- Provide accessible training paths – considering the difficulties faced by professionals (e.g. workload)
- Provide meaningful training – professionals decide on training themes – what they need

Why dose this matter to EBSN members?

What do you think would be valuable for you from PROMOTE perspective?



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