

“Innovative ways of including low qualified ex-offenders and ex-prisoners to labour market - *INforEX*”

Framework, best practice and needs analysis

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Annex 4: Framework Analysis National Report template

2.1 In the table below, complete the approaches identified (minimum 2) in activity 2.1

A/A	Name of National approach	Subjects being covered	Organizations responsible for the implementation of the approach	Target groups	Added value	Gaps/weaknesses that can be identified
1	Local systems of social and professional re-adaptation of prisoners and ex-criminals.	The system of post-penitentiary assistance. Social and professional reintegration of ex-prisoners. Their inclusion in the society.	Prison Service. Probation Officers. Social Welfare Centres. Employment Office. The Local Councils for Convicts' Social Re-adaptation and Assistance. Non-governmental organizations.	Prisoners, ex-prisoners and their families. Non-governmental organizations. Entrepreneurs. Local community.	An attempt to coordinate the activities of various support entities for the prisoner and an ex-criminal. This cooperation takes into account the local and economic conditions. The entities work closely with the help needing ex-criminals.	Lack of strong cooperation with companies on the local market. Providing uncoordinated assistance in professional activation of ex-prisoners and ex-criminals. No leader – the coordinator- of such support. Considerable stigmatization of ex-prisoners in society.
2	Non-governmental organizations and social economy entities counteracting risks associated with social and professional exclusion.	Social and Professional reintegration of ex-prisoners and ex-criminals. Counteracting the social exclusion of convicts and their families. Social enterprises. Training social and professional skills. The diagnosis of the difficulties with respect to professional activation of prisoners and ex-prisoners.	The Ministry of Labour, Family and Social Affairs. Local authorities. Social welfare centres. Offices and Job Agencies. Non-governmental organizations. Voluntary Labour Corps.	Persons endangered by social exclusion, including the prisoners, ex-prisoners and their families. The long-term unemployed. Non-governmental organizations. Social Integration Clubs and Centres.	Close to the problem of social and professional re-adaptation of ex-prisoners. Regarded by the prisoners and ex-criminals as the source of assistance and support. Successful measures. Can run support groups. Assist in professional activation. Take advantage of specialists' competence. Minimum bureaucracy, to the extent that is really necessary. The in-depth needs analysis.	Lack of such organizations in smaller places. No permanent funding of these organizations. Sometimes they are viewed by state services and organizations as the threat and competition.

2.2 In the table below, complete the best practices identified (3) in activity 2.2.

A/A	Title of best practice	Location	Context and methodology	Impact and key success factors	Stakeholders and Partners	Replicability	Other comments
1	The "Bound to a Success on the Job Market" Project. Professional activation of the persons leaving detention centres.	Warsaw, the Mazovian region, Poland.	<p>The aim of the project was to facilitate obtaining professional qualifications and key competences, increase of professional activity and psychological reinforcement as well as personality development of the persons who have left prisons and remain unemployed.</p> <p>Consequently, the participants of the project obtained the qualifications verified by certificates – in such jobs as: C&D category driver, forklift operator, backhoe loader operator, warehouse worker and forklift truck operator, welder, computer graphic designer, cook or a masseur.</p>	<p>The individually selected support system for ex-prisoners. Meetings, consultations with the employment counsellor. Workshops and courses of professional activation which also included elements of motivational training, soft skills and computer training. At the end of the course the participants received a professional portfolio and reference letters with the description of their professional and social qualifications which they will be able to show to their prospective employers.</p>	VIA, the Foundation for the Professional and Social Integration and Entrepreneurship Development ; The "Sławek" Foundation; Prisons and Detention Centres in the Mazovian region.	The Project can be realized in other regions in Poland. It still raises considerable interest. It is worth introducing another educational content into such projects: eg. controlling and counteracting aggression, mediations, learning a foreign language.	<p>Each participant was covered by individual support system. Personalised Action Plan (IPD) which outlines the best course for the professional development was established.</p> <p>An employment counsellor assisted the participant with the choice of the most suitable support and training course matched to the level of his education, interests and predispositions. Throughout the course of the project the participants have access to the beyond-project forms of support, such as legal advice, psychological advice, etc.. offered by the foundations.</p>
2	New Way – an innovative model of cooperation with entrepreneurs	Lublin, the Lublin region, Poland.	The developed within the framework of the Project the innovative model of assistance aimed at the improvement of convicts' situation and	Developing the participant's personal and social competences such as: adequate self-	The POSTIS Association Lublin; Detention Centre in Lublin.	The Project will be realized in other regions in Poland. The Podlaskie,	The 4-stage model does not require additional financial resources. It is structured in such a

	with reference to professional and social activation of juvenile prisoners.		<p>facilitating their entering the job market after leaving the prison. The program was divided into 4 stages. The first one (preparatory) was conducted for 5 months. During that time the selected for the program prisoners are working with a psychologist, tutor and the employment counsellor.</p> <p>The second stage – 1 month – a trip to the mountains with the properly trained tutor.</p> <p>The third stage – testing the professional skills and a 1-month vocational course preparing the prisoner for work in a company, where he does a 5-month vocational training.</p> <p>The fourth stage – employing the participant for year as part of employment scheme supported and co-funded by the Employment Office.</p>	<p>assessment, self-control, the ability of constructive problem solving, patience and perseverance.</p> <p>The proper choice of a convict's tutor participating in the expedition was crucial for the Project success.</p> <p>The recruitment process, selection and training has been completed. The enterprise required coordination and combining the activities of various institutions as well as initiating cooperation with the entrepreneurs.</p>	<p>District Employment Office in Lublin. PTE Training and Economical Counselling Centre in Lublin.</p>	<p>Małopolska, Podkarpackie voivodships.</p>	<p>way so that it could be financed from a few sources within the framework of the resources and funds already allocated in some institutions for that sort of activities.</p>
3	"WHAT" Voluntary work at the hospice.	Gdańsk, Poland.	<p>The convicted persons acquire new professional competences allowing them to join the social and professional life after leaving prison. This is achieved through completing training for medical volunteers and participating in taking care of the seriously ill and dying patients.</p> <p>The prisoners-volunteers can also obtain qualifications in such professions as: medical carer or the disabled person's carer. On serving their prison</p>	<p>Cooperation between prisoners and the interdisciplinary team of specialists taking care of patients in the hospice and public nursing homes.</p> <p>Acquiring new experience and raising qualifications through performing various jobs connected with nursing care.</p>	<p>Rev.Dutkiewicz Hospice SAC in Gdańsk, Prison, Gdańsk – Przeróbka.</p>	<p>Similar programs based on the work of prisoners volunteers are being carried out all over Poland in nursing homes and hospices.</p>	<p>The convicted persons participate in the hospice mission, held in high regard by the society. They do this difficult job unselfishly, improving their own qualifications and obtaining the new ones.</p> <p>They comply with the rules in force in the group offering help to the disabled or terminally ill patients</p>

			<p>sentence they can take up a job in hospitals, public nursing homes or similar institutions.</p>	<p>The care demonstrated by the prisoners during the breaks at work convinced the whole medical staff that it is worth training the volunteers – prisoners to do the jobs of a paramedic assisting the nurses, doctors and carers in all sorts of places of that type.</p>			<p>and their families. Comparing their own health situation with that of their patients makes the prisoners (volunteers) re-evaluate their own life opportunities – social and professional - after serving the prison sentence.</p>
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Sources:

1. <http://www.via.org.pl/skiiedycja/>
2. <http://nowadroga.eu/>
3. <http://www.fundacjahospicyjna.pl/pl/wolontariat-wiezniow>

Annex 5: Focus Group National Report template

Focus Group National Report - Paweł Popek (SSW Collegium Balticum, Szczecin, Poland)

Strengths What are the most dynamic aspects?	Weaknesses What could be improved?
<ul style="list-style-type: none"> • The recruitment for the Project can be made within the group of a relatively large population of the low-qualified ex-prisoners and former criminals (more than 50% of those leaving penitentiary institutions as well as those remaining under the supervision of the probation officers). • Out of this group the persons demonstrating high motivation and involvement can be chosen for the INforEX project, which will make their return to the job market possible. • Joining the Project will offer them a considerable chance to get professional qualifications by securing the jobs, getting more skilled at performed work as well as obtaining certification of the held, yet not documented, professional skills. • It is vital that the job is properly rewarded, also during the period of training, so that the employer was convinced that he is investing in this employee with a longstanding career in his firm. • Participation in the Project is also a chance to alter one's stereotypical thinking about himself. It could also become the beginning of the change of one's previous criminal life. • Among the poorly qualified former criminals there are also those who are very communicative, manually gifted and highly confident of themselves. They are frequently physically fit as well. • The employers engaged in the Project may prove the negative stereotypes regarding the ex-convicts ("a former prisoner will never make a good worker") wrong. • The employer may learn how to deal with an employee who happens to be a former criminal. • He will notice that appropriate (demonstrating equality and respect) treatment of such a person will render benefits to both the employer, the company, the employee and the whole society. • Participation in the Project will make both the employer and the employee (a former criminal) aware of the importance their personal and social relationships have for the proper execution of jobs and retaining them. 	<ul style="list-style-type: none"> • Among the poorly qualified ex-prisoners and former criminals certain limitations can be observed. The most common ones are addictions (mainly alcoholism but also others, eg. drugs, gambling ...). • The often noticed negative features: aggression; lack of work motivation; lack of the skill of working in a team; inability to solve problems in a constructive way; proneness to negative influences; emotional lability; low self-esteem. • Ex-criminals are often the persons who have been unemployed for a considerable length of time, living from day to day, dependent on the help of social care and many other aid institutions. • This group is often characterized by: learned helplessness, lost opportunities, lack of initiative, passivity, no plans regarding one's future. • Low and short-term motivation to join the Project and seek employment. • Lack of strong and permanent motivation to change his life and habits. • Lack of work experience, job practice and work habit. • Demanding attitude and unrealistically high expectations regarding the payment. • Lack of possibility of doing certain jobs, especially those where clean record certificate is required. • Intellectual limitations and mental disorders • Fear of the change and assuming responsibility for one's life and independence. • Unwillingness to undertake a physical and intellectual effort. • Many ex-criminals demonstrate a strong inclination to manipulate other people. • A considerable number of prospective employers, who might participate in the Project, show strong prejudice, negative stereotypes regarding ex-prisoners and former criminals. • According to employers, giving a job to an ex-criminal is also connected with the necessity of intensified control over such a worker. • Difficulties in reaching the employers and convincing them that it is worth getting involved in the Project. • Proportions between the effort put into the Project

<ul style="list-style-type: none"> • Competences worth developing in the Project: openness, that is readiness to share one's experiences, thoughts and feelings, the ability to express one's stress emotions appropriately, the feeling of having control over one's life and the sense of effectiveness performed, high self-assessment and self-acceptance, optimism and sense of humour. • It should be noteworthy that the INforEX Project includes training such skills as: aiming at results, willingness to learn, openness to changes, decision making, handling stress, conscientiousness, the ability of planning and time management. • The social competences which should be trained within the Project are as follows: communication, assertiveness, the ability to express oneself, the ability to offer social support, the ability to share knowledge and experience with others, identification with the company approach, skills associated with personal culture, building proper relationships with superiors and colleagues, teambuilding. 	<p>when only two ex-criminals may undergo training in one small firm. What is worth pointing out is the fact that only such small companies participate in the Project, while the big ones which could employ a few or even several ex-convicts at the same time, are overlooked.</p>
<p style="text-align: center;">Opportunities</p> <p style="text-align: center;">What opportunities does IT provide to you? How can you turn the strengths into opportunities?</p>	<p style="text-align: center;">Threats</p> <p style="text-align: center;">What kind of threats/challenges can you identify?</p>
<ul style="list-style-type: none"> • Joining the Project means for the former convict a possibility of finding and getting a job, as well as obtaining new qualifications. • Young persons (up to 30 years old) with a low level of qualifications, recruited out of the group of ex-convicts or former criminals, who are often first-time offenders, may best benefit from participating in the Project. These people do not often have their own children, what is more they frequently depend on their parents. • A possibility of learning proper social skills. Developing positive social relations and getting a sense of belonging to the new constructive social group. • An opportunity of raising one's self-assessment and increasing the sense of self-esteem. • A possibility of real positive integration with society, which means reducing the risk of returning to criminal life. • A chance to change one's mentality and realise that "work offers value". • An opportunity of taking real responsibility for one's life (for oneself, the family and the relatives). • Sometimes during the period of imprisonment, 	<ul style="list-style-type: none"> • Various risks may occur in the case of ex-criminals. • There is a risk of such a person abandoning the work place and the training. • His motivation for work and training may be low or short-term. • There might be a case of returning to previous routines, addictions or pathological environment. This may happen due to the strong and learned, multi-generational helplessness. • His excessive expectations to see a swift improvement of his living conditions. • High expectations connected with the employment terms (high salary). The remuneration for the work of the poorly qualified persons is usually minimal. • Debts, loans and maintenance obligations, may cause the ex-criminal to lose interest in the legal job contracts and focus on the undeclared work (in the Polish legal system the debt collector may seize a large part of the debtor's payment). • Difficult, complicated family situation and lack of support from the relatives, may make the ex-prisoner lose interest in the Project and resign. • Threat related to crime in the work place (eg. stealing, assault, etc.).

prisoners participate in various trainings and vocational courses. Some of them may also work at the premises of prison or outside of it. Working experience gained at that time may be later used in the post-prison reality. Joining the INforEX Project is a great chance to make these skills and experience work to their advantage.

- Should the ex-prisoner have addiction problems, it is worth supporting him to remain sober, eg. by encouraging him to attend anonymous self-help groups (AA- anonymous alcoholics).
- Proximity to foreign job markets (mainly the German ones) is for the entrepreneurs in Szczecin and the West Pomeranian Province a substantial chance. This, obviously translates into orders and contracts for firms and entrepreneurs and thereafter a demand for workers.
- Following the positive course of training, an entrepreneur gets a loyal and qualified worker.
- Those businessmen who employ prisoners and ex-criminals, usually praise their involvement and consider them to be good workers.
- It may happen that businessmen employing prisoners or those convicted under the punishment of freedom restriction (in the form of work performed on behalf of the local community) conclude that such a person is a good worker and later, once they have served their time, offer them permanent work contract.
- It is important that the employer treats all his workers, both the ex-convict and other employees, equally, without favouring any of them in a positive or negative way.
- An employer should be a reliable person, even for an ex-criminal who happens to be his worker now. Many of them have had negative experience connected with the employers' declining to fulfil their contractual obligations (in many cases the ex-prisoners were cheated on and used, yet most often that situation was the result of performing by them undeclared work – with no work contract).
- Changes on the local and domestic job market. Owing to the lack of qualified workers, the employers are prone to employ and train the low-qualified persons, including the ex-criminals as well.
- Szczecin boasts many NGOs supporting the persons at the risk of being socially excluded, including the ex-prisoners and ex-criminals. These organizations also help by offering legal advice, psychological

• Lack of subsistence means throughout the period of training.

- Poor accommodation conditions or even homelessness of the ex-prisoners.
- Poor initial interest in employing and training the low-qualified ex-prisoners and ex-criminals on the part of the employers due to their apprehension connected with the employment of such persons.
- The employers themselves may exhibit inadequate skills in cooperating with and managing such workers.
- There are no sufficient resources in the Project for additional financial support for the employers offering work to ex-criminals.
- Employers' fears regarding the ex-convicts possible influence on other workers. Moreover, they are afraid that he may often cause conflict situations with the workers and the employer.

counselling, teaching soft skills, conducting support groups, running shelters for the homeless people, gathering the contact data for the employers giving work to former prisoners, too, etc..

- With reference to the investments conducted in Szczecin and the surrounding area (a few industrial zones), entrepreneurs are more willing to employ and train the poorly-qualified persons (yet, these are mostly big investments).
- Training within the framework of the Project should be conducted with the use of workshop methods, as practical as possible.
- The INforEX training certification will be valuable for both the employers and the employees, provided the latter will learn the useful in life soft skills (acquire personal and social competences).
- Mentor – the guardian in the company should represent a suitable approach and demonstrate specific pedagogical skills. These are the competences connected with appropriate motivation, patience, resistance to manipulation, the ability to convey simple, clear principles, rules and messages, the skill to reward and discipline and exhibit consistent behaviour.
- The people, working in the company, who once were criminals, prisoners or addicted persons, would make suitable mentors (guardians).
- Also, the people who believe in social solidarity and human honesty would prove themselves as mentors (guardian, entrepreneur). Such persons feel the need to help others and believe in the social mission. They hold the view that everybody has the right to be given the second chance in life.
- It often happens that following the employment of an ex-criminal in a small company, a strong positive interpersonal bond is made between him and the employer. Then the entrepreneur is helpful and interested in his worker's personal, family, social and professional success.