

LIFELONG LEARNING PROGRAMME



Learning Partnership GRUNDTVIG

FREE – IT – Foster Re-integration and Enhance Employability through Inmates Training



PROJECT MEETING n. 3 – IRELAND, 31st March to 3rd April, 2014

Report: Meeting n.3

Place: Cork

Date: 31st March to 3rd April, 2014.

People involved:

PARTNER	NATIONALITY	NAME
Penitenciarul Ploiești	RO	1. Magdalena Roma 2. Iulian Zotescu 3. Simona Marin
Education Unit, Cork Prison	IE	4. Catherine Coakley 5. Frances Russell 6. Tom Foster
Åsane videregående skole, avd. Fossane	NO	7. Bente Kuven Osland 8. Kåre Øvregård 9. Kjersti Elvsås 10. Lars Sveen
European Prison Education Association – Malta Branch	MT	11. Anthony Vella 12. Joseph Giordmaina
Vollzugsdirektion	AT	13. Marit Carolin Weihen 14. Horst Membier 15. Mario Salzger
Centre d'Iniciatives per a la Reinserció (CIRE)	ES	16. Gerard Estalella 17. Miquel Resclosa
Center za izobraževanje in kulturo Trebnje	SL	18. Silvia Valencic. 19. Barbara Jerovsek
Knowl - Social Enterprise for Risk Groups Education and Lifelong Learning	EL	20. Charalambos Lakkas 21. Myrsini Pikni
Rideout (Creative Arts for Rehabilitation)	UK	22. Chris Johnston 23. Mary-Kalunga Eade 24. Saul Hewish 25. Sarah Bartley
Cooperativa Sociale "Il Cerchio ONLUS"	IT	26. Gianni Trevisan 27. Federica Vianello
Consulmarc Sviluppo srl	IT	28. Laura Franceschi

Tuesday, 1st April

MORNING SESSION: Visit to Cork Prison

The delegates were welcomed to Cork Prison by Governor Jim Collins. He gave the group a brief outline of the history of the prison and the difficulties of working in an old and unsuitable building. These difficulties include overcrowding, insanitary conditions, poor visiting facilities. He also outlined the plans for the new prison which has been under construction since January, 2013. It is expected that the new prison will be finished within 18 months.

The group split in two for a tour of the prison. These tours were led by Chief Officer Eileen Horgan and Assistant Chief Officer Mick Walsh. All areas of the prison were visited, including the main prison block, recreation yards, surgery, punishment unit the prison laundry and the prison kitchen.

The groups then moved to visit the Training Workshops, Library and the Education Unit.

The Prison Library is operated by two specially trained Prison Officers, with the assistance of a trustee prisoner.

There are 4 workshops within the prison. Woodwork, Fabric, Computer/Printshop, Light Maintenance workshop. These workshops are operated by Prison Officers.

The Education Unit has 14 rooms in total, 10 of these are in the Main Education Unit and 4 in the Segregated Unit. The curriculum offered covers everything from Basic Education up to Open University Courses, including art, ceramics, computers, woodwork, sewing, cookery, health education, physical education, English, history, mathematics, Irish language, Spanish, music, singing, English as a Second Language (ESOL), parenting, yoga, relaxation, technical drawing, motor mechanics, horticulture and Career Guidance. The School is open 5 days per week, for 7 hours per day.

Afternoon Session – Rideout UK

Workshop One

A diagnostic workshop to identify innate talents and skills – Talent4... uses a creative approach to helping participants understand better their innate talents and skills, with a view to helping them make more defined choices in respect of future training and/or employment.

Chris Johnston presented the reasons why Rideout developed the Talent4... programme. Through the work delivered by Rideout in male and female prisons and Young Offender Institutes it became evident that prisoners and young offenders:

- had little or no knowledge that they possessed certain talents
- had little or no knowledge of how to decide upon a career path
- had little or no knowledge of how to become employed in their chosen profession.

This lack of direction and self-understanding that the prisoners possessed talents, of doing something they were 'good at' meant that they lacked awareness that doing something you're 'good at' can be rewarding. It was clear a programme identifying talents that prisoners already possess was needed and it would necessarily include a diagnostic element. However, it should avoid the usual elements of assessment methods; carrying out solitary tasks, an assumption that participants can read and that they will tell the truth. Being a creative company Rideout was able to develop a series of assessment exercises that are playful, allowing participants to reveal themselves through interaction with the exercises and each other.

Role Play

Chris interviewed three different prisoners, played by Saul Hewish, to illustrate different attitudes found in prisoners and the issues that are presented and need to be addressed.

1. A prisoner who has no real intention of getting a job upon release and plans to return to crime as his main source of financial income
2. A prisoner who claims he will be getting a job with a family member, despite serious flaws in his plans (i.e. that what he does not have the relevant legal permission to do what he intends)
3. A prisoner who has many grandiose plans, all of which appear to be a fantasy and not especially founded in reality.

Delegates were given the opportunity to engage with some of the exercises used in the Talent4... programme.

Chris and Saul then demonstrated how data/information for each participant is inputted into a computer programme which assesses six areas (receptivity, communication, problem solving, responsiveness, viewpoint and practice) and identifies a range of career paths and professions that the prisoner may be suited to. Rideout then gives individual feedback, identifying a prisoner's strengths and the careers and professions in which their talents would be valued and allow them to flourish.

Wednesday, 2nd April

Morning Session – Rideout Uk

Workshop Two

An exploratory workshop looking at how to develop a more active citizenship amongst prisoners, including ways for them to engage better with the business world.

Chris presented the idea that prisoners can be supported in reintegrating and finding employment on release by beginning the process of engagement before a prisoner is released. Finding employment with local businesses is possibly one way to do this but there are issues which need to be addressed, that prisoners, prison staff and society (including business professionals) should possess specific competencies to make this happen.

Role Play

Dave the prisoner

A Prison Officer

Mrs Hannon, a local business person

A local sandwich shop owner approaches the prison with the idea of employing a prisoner to work for her, making sandwiches. First she speaks to the prison officer and the Dave to propose her idea and is met by resistance from both.

Chris asked, what are the common competencies that each character needs in order to make the process successful? Members of the meeting were invited to try out different strategies for engaging with both the prison officer and prisoner characters. Discussion identified that:

- The business person, Mrs Hannon, was naïve and lacked awareness of prison procedures
- There are benefits to the prison
- There are benefits for the prisoner

The list competencies, needed by each character:

Prisoner

- Listening
- Big Picture skills
- Comparative skills
- Capacity to see alternatives

Prison Officer

- Listening
- Big Picture skills
- Comparative skills
- Capacity to see alternatives
- Empathic skills
- Respect for the prisoner
- Ability to raise aspiration
- Ability to think outside of the box
- Negotiation skills
- Willingness to take risks
- Awareness of restraints
- Strategic thinking skills

Business Person

- Patience
- Perseverance
- Communication skills

Delegates were then asked to create a physical representation of how the prisons in their country/the prison(s) they work in interact with local businesses (coloured paper & card, wooden blocks and other materials were supplied). Delegates interpreted each other's' representations and then explained their own, describing what currently happens, what works and what could be improved.

Afternoon Session – FREE IT Meeting

A discussion took place among the delegates, regarding the visit to Cork Prison and the Workshops.

Most of the discussion regarding the prison focused on the Community Based Health and First Aid (CBHFA) programme.

Catherine Coakley outlined the benefits of the programme for both the prisoners and the staff. Delegates commented on the uniqueness of the project, in particular the aspect of how the training can be of immediate, practical benefit to both staff and prisoners in the prison.

The Rideout UK workshops were discussed. Particular attention was given to the idea of using alternative approaches to working with prisoners, e.g. role play, games, creative activities and the difficulties of “selling” these methods to prison authorities.

The Norwegian delegation spoke about the next mobility to Bergen and outlined the programme that will take place there.

Future Actions

WHAT	WHO	BY
Send the questionnaire for meeting evaluation to all partners, asking them to fill it in	Consulmarc Sviluppo	07/04/2014
Return the evaluation questionnaire to Consulmarc sviluppo, duly filled in	All Partners	18/04/2014
Inform Bergen team about the number of participants / the number of rooms required by each delegation for the meeting in Ireland	All partners	18/04/2014
Prepare the report of the two workshops: <ul style="list-style-type: none"> - Workshop A: "Where do your inmates come from – knowing your 'students'?" - Workshop B: "Communicating with inmates – establishing a positive relationship" 	Cork Prison Education Unit Rideout UK	01/05/2014
Write the 2nd issue of the project newsletter and send it to all project partners	Cork Prison Education Unit	01/05/2014
Prepare the report of Cork project Meeting and send it to all partners, using the standard template on which partners agreed during the kick – off meeting,	Cork Prison Education Unit Rideout UK	01/05/2014
Complete the table describing best practices and send it to all project partners: <ul style="list-style-type: none"> - Best Practice 3: CBHFA training programme for inmates in Cork Prison 	Cork Prison Education Unit	01/05/2014

With the support of the Lifelong Learning Programme of the European Union