



VIP: Vocational training In Prison
Analysis of innovations introduced in daily activities



Final Report

VIP project is aimed at improving knowledge processes management in organisations dealing with social inclusion and entering in labour market of inmates and ex inmates.

Main areas of intervention of the project have been:

Improve active social inclusion and entering in labour market of inmates and ex inmates. by enhancing efficacy and effectiveness of daily practices plaid by their trainers.

Improve management of adult education organisations facing the stress of social work and preventing workers burnout syndrome.

Improve development of social enterprises that work with inmates within in the prison

The first two areas are strictly linked because stressing situations (and possible related burn-out syndrome) not well managed, can hardly affect effectiveness and efficacy of social interventions and wellbeing of social workers.

The third point means development a new possibility for inmates to work, making a professional job. development in the prison a new idea of work and of new kind of enterprises

Often trainers improve their skills by experiences: they need time and space to assess their skills for becoming more and more aware of them, refining them acquiring awareness of what they need to improve.

Further more sometimes trainers don't play managerial role and sometimes is very difficult to share know how from a person to another, because someone is not aware of his/her knowledge learned by experiences. Moreover in small organisations there is little time to carry out team building activities because often people play different roles in the same time. Nevertheless awareness is the key word for managing this kind of matter and improving effectiveness of actions performed by operators.

If we compare the responses of the various partners to the questionnaire on innovation, we'll found that when we ask *about the innovation recognized during the project* we can see:

the most of partner were agree of the importance of having good relationship with the penitentiary staff, mutual trust is necessary and useful for the success of training in prison (and as a consequence for the vocational integration of ex-prisoners) and increase developing forms of work where the inmates can acquire and prove skills and receive a wage that is not symbolic.

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For some of them to learn new learning methodology or integrate Content and format of (already developed) workshops could be integrated in a comprehensive training path which allows to create a unique training path

Finally a significant part of us believe that is necessary for reintegration in the labour market of inmates is necessary developing forms of work where the inmates can acquire and prove skills and receive a wage that is not symbolic

About the second question: *Why is it innovative for your organisation? (describe what kind of improvement it will offer to your organisation)* we are all agreed about is necessary to maintain and develop good links with the probation services and with the prison management and the staff in order to have the same vision and to take the right decisions to facilitate the vocational integration of prisoners (frequent communication is necessary)

and finally about the third questions *How do you carry out it*, the main answers that come out are:

- starting a reflexion about the implementation of a cooperative employing prisoners based on the model of Lazarelle cooperative in Pozzuoli/ Implement the Lazzarelle's model by creating a network of partners who want to develop the process
- by integrating open sessions into our workshop and training programme