

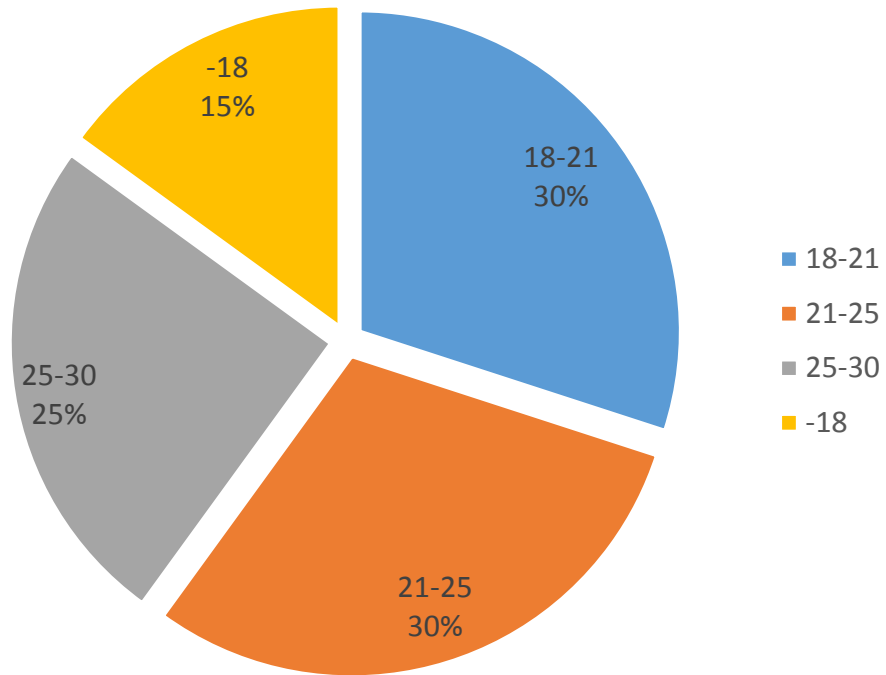
EMPLOYABILITY FOR SENTENCED MINORS AND YOUNG ADULTS

Synthesis and recommendations on ES methodology

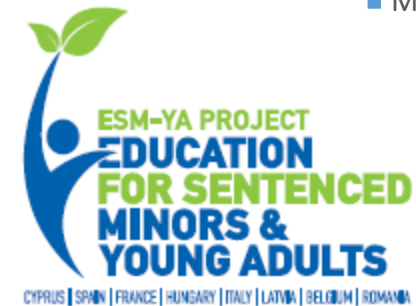
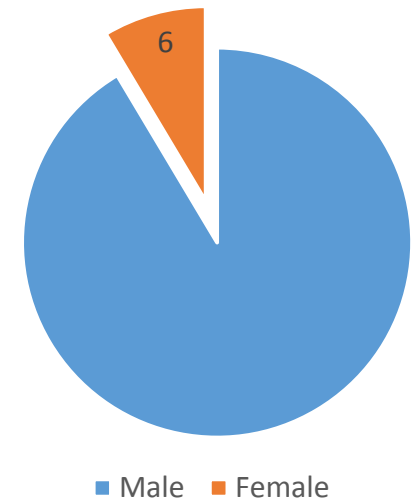
25th February 2016



Participants



70 participants



Dropouts: 7/70

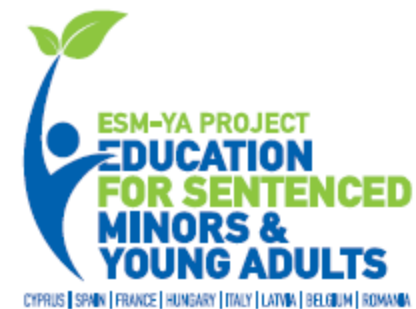
10%

Reasons for dropout:

- Disinterest: 3
- Other prison: 3
- Other not specified: 1

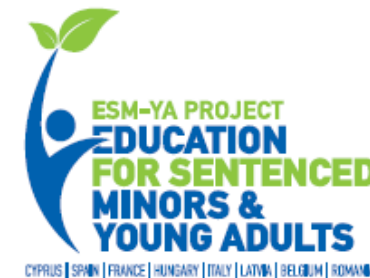


Results



Staff found overall:

- the learners to be motivated,
(mostly 3-4)
- the materials not difficult or demanding
- The practical knowledge most important



Training results of participants:

- Persistence scored higher in the sessions with more practical exercises.
- When things are more difficult to understand motivation and adaptation diminishes.
- None of the goals were scored unsatisfied

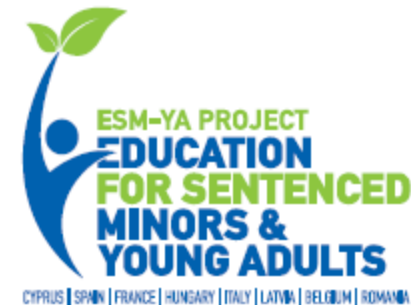
Most successful/useful exercises

- Session 1: Rich uncle dynamic
- Session 2: CV writing skills
(including ict, jobsearchskills)
- Session 3: Job interview role play, Non verbal skills
- Session 4: Web exercises
- Session 5 : Role play, video
- Session 6:
- Session 7: Personal experience



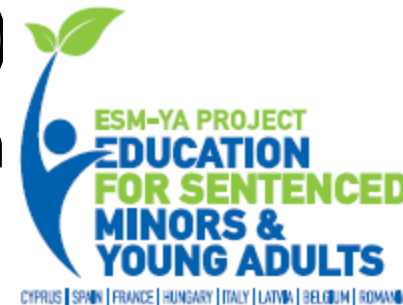
Suggestions by staff in Q1

- The material is a bit too theoretical for young people – more activities required
- Skill of nonverbal communication to be improved
- Personal qualities of the target group should be taken into account
- Motivation of the learners high in the first session → then diminishes due to learning difficulties and limited autonomy



Suggestions by staff Q2

- Job announcements and web search: most popular → improvement of the session through videos/role plays on job interviews + legislation
- Showing of a film: highly successful!
- Use of internet: good but temptation
- Bottomline: youngsters were positive and contribution was well over expectations (participants involved, interested)
- Learners more interested in the tasks based on their personal experiences

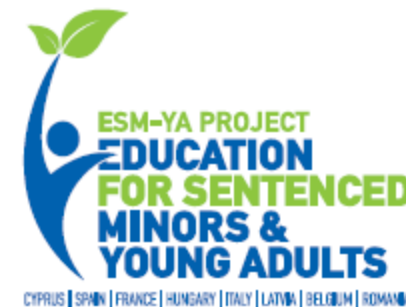


Suggestions by staff in Q3

- Practical knowledge: contract document, salaries, legal background of hiring an ex-convict
- Videos are highly motivational

Recommendations based of staff opinion Q1+Q2+Q3

- Introduction of training-like sessions → starting w/ S3 (nonverbal comm and comm skills)
- as for welcome diff b/w Cyprus&Spain <-> Latvia → differences in mindset, cultural background, „prison culture“? → diff characteristics should be taken into account?
- To improve motivation: training → they can experience autonomy and their individual self in a group
- Video training – to monitor themselves
- Step-by-step training (gradualism)



Recommendations based on staff opinion Q1+Q2+Q3

- Video material: recording a (difficult) situation and self-monitor
- Film material: The Company Man / Wall Street (1987), etc., to sensitize
- Regulation on online presence 😊
- Creation of inner motivational basis to not stay disinterested (personal experience-based material?)
- Focus: employability AND to remain good employers (teach them to regularity, etc → life leading skills?)

