



# PO21 Prison Officer Professional Profile ESCO profile update

WP3 - Output 5



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# Credits

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# Presentation

This document was produced in the scope of PO21\_Prison Officers for the 21st Century (PO21). The Project is funded by the Erasmus + programme and implemented by a partnership of nine institutions from five countries, coordinated by the BSAFE Lab Law Enforcement, Justice and Public Safety of the University of Beira Interior (Portugal)<sup>1</sup>, also including sectoral representatives (prison administrations, trade unions, VET and research organisations, and representatives of correctional private and public sector members).

The PO21 Project developed a transnational Vocational Education and Training (VET) curriculum - a prison officer's initial training course and learning resources, to promote sectoral qualifications and ease professional mobility by adapting and developing new VET provisions according to current and foreseen skills needs. It sought to provide innovative solutions and different skills for prison officers to be better equipped to face their everyday challenges.

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<sup>1</sup> The Project, with the ID number 612529-EPP-1-2019-1-PT--EPPKA2-SSA, is financed under the Erasmus + KA2: Cooperation for innovation and the exchange of good practices - Sector Skills Alliances, by the Education, Audio-visual and Culture Executive Agency (EACEA). The contract foreseen 36 months (01.11.2019 - 31.10.2022) and was signed between the coordinator UBI/BSAFE Lab and has the following partners: IPS\_Innovative Prison Systems (Qualify Just IT solutions and Consulting), PT; Direção-Geral de Reinserção e Serviços Prisionais (DGRSP), PT; Sindicato Nacional Do Corpo Da Guarda Prisional, PT; Bremen Senate of Justice and Constitution, DE; De Federale Overheidsdienst Justitie - Le Service Public Feder, BE; Sindicatul Național al Polițiștilor de Penitenciare, RO; Stichting Foundation ICPA Office in Europe, NL

To achieve the objectives above, the PO21 Project researched to produce a needs analysis that provided the framework to support the development of the proposed outputs. Data collection was carried out at various levels, including:

- National Level - **National Reports** - national report of each partner country (Portugal, Romania, Germany and Belgium) considering: i) the jurisdiction of the training; (ii) admission requirements; iii) characterisation of initial training courses and iv) characterisation of continuous training.
- European Level - **European Report** - analysis of 21 EU countries considering: i) the jurisdiction of training; (ii) admission requirements for the profession; iii) characterisation of the course or initial training courses and iv) characterisation of the course or course of continuous training.
- Auscultation of key actors:
  - **DACUM workshops** - surveyed current and future needs and challenges, considering the duties inherent to the prison officer profession.
  - **Advisory Board Meetings** - the Advisory Board involved experts and critical stakeholders in the sector who met during the project and provided inputs relating to topics such as (i) the challenges correctional officers face and their impacts on their daily work, (ii) requirements to be considered for the admission of correctional officers, iii) elements to be included in the initial and continuing training plan, iv) the importance of collaboration between agencies and iv) future challenges.

- Auscultation of correctional officers - **PO21 survey** - a questionnaire applied and distributed by the partners, which collected data on i) the professional posture of correctional officers; (ii) the perception of the inclusion of training elements in their initial formation; (iii) interest in each of the training topics submitted; (iii) the teaching-learning methods of initial and continuing education; (iv) the skills considered to be essential to develop; v) and also on the perceived importance of emerging areas of knowledge.

The results obtained in each activity were subjected to comparative analysis and generated two outputs.

The first was a set of policy recommendations on the elements to be considered for preparing a proposal for vocational training that may be nationally appropriate and internationally recognised.

The second was a proposal for a VET training course, which design was mainly based on the current and future needs expressed by the PO on the DACUM workshops and the survey data regarding training themes perceived as very important by the target audience and the competencies they elected as essential to developing. Its structure was based on the Council of the European Union Guidelines<sup>2</sup>. It also considers the recommendation regarding European prison rules.

The second stage of this process were 4 workshops, where participants developed the VET training course and reorganised the definitions of the PO profile.

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<sup>2</sup> COUNCIL RECOMMENDATION of 24 November 2020 on vocational education and training (VET) for sustainable competitiveness, social fairness and resilience (2020/C 417/01)

The present document presents a proposal for the update of the Prison Officers' professional profile on the ESCO database, beginning with a description of this profile in several sources and then, the PO21 project proposal for this update.

## Professional Profile

There are several definitions of the corrections officers' Profile. The EPTA, ESCO, and PO21 project descriptions were mobilised to aggregate all concepts that such a role involves.

### *Definitions of the PO Profile*

Correctional officers watch over and maintain order among inmates of prisons, reformatories or penitentiaries.

Prison officers supervise inmates in a correctional facility and ensure security and peace-keeping. They perform checks and searches to ensure compliance with regulations, monitor visitations and the activities of inmates, participate in rehabilitation programs, and ensure records maintenance. (ESCO)<sup>3</sup>

Juvenile correctional officers monitor and provide security to juvenile offenders. They ensure the facility's safety is compliant with rules and regulations, compile reports on the daily activities and in the case of incidents, and report unusual activity. They also supervise the rehabilitation procedures of the offenders.

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<sup>3</sup> <https://ec.europa.eu/esco/portal/occupation?uri=http%3A%2F%2Fdata.europa.eu%2Fesco%2Foccupation%2F3327a087-cd36-4b02-ac1b-6455f59f9312&conceptLanguage=en&full=true#&uri=http://data.europa.eu/esco/occupation/3327a087-cd36-4b02-ac1b-6455f59f9312#&uri=http://data.europa.eu/esco/isco/C5413>

EPTA defines a correctional officer as responsible for safety, security, and prisoner rehabilitation. Promote social behaviour and address the offending behaviour of inmates. A prison officer belongs to a public service body<sup>4</sup>.

## ***PO21 – Professional Profile update proposal***

Given its European scope, this Professional Profile integrates the common perspectives from European prison officers, disregarding the specificities of each national system to define a European Prison Officer for the 21<sup>st</sup> century.

### **PO21 Professional Profile**

- Guarantee the security and life conditions within the prison that allow rights, freedom, autonomy, respect and dignity for prison staff, inmates and visitors.
- Perform the job ethically, considering inmates' rights and personal responsibility.
- Maintain a professional relationship with inmates marked by integrity, justice, and compliance with the rules, and at the same time, be a positive influence through example.
- Inform inmates and visitors about rules and regulations within the prison.
- Assist new inmates in adapting to living conditions in prison.
- Observe inmates at the workplace, facilities, visits, and habitational zones to detect situations that may be against the order and security of the services or the moral and physical integrity of those in the facilities.

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<sup>4</sup> EPTA – European Penitentiary Training Academies Network



- Inform the hierarchies, as soon as possible, about any disciplinary infractions:
  - Write relevant reports for managers;
  - Report any risks of bullying and suicide.
- Guarantee the control of the entry and exit of persons and goods in prison facilities.
- Prevent, detect, and report any acts against the law and regulations.
- Guarantee the security and observance of the law within the prison with prison staff, inmates, and visitors.
- Collaborate with other law enforcement agencies, when necessary, to maintain security and prevent any actions against the law.
- Observe and supervise inmates' conduct and behaviour at work, during meals and during recreation to prevent disturbances and escapes.
- Patrol prison areas, observing security.
- Make periodic inspection tours of cells.
- Perform searches of inmates, when necessary, to prevent violence, infractions, and escapes.
- Assist in implementing rehabilitation programmes, assuming an active role, and motivating inmates to participate.
- Make use of the necessary digital tools that ensure security and the rehabilitation of inmates.
- Collaborate with other services and workers in common interest activities and share adequate and relevant information for the execution of the sentence, pre-trial detention and security measures without impairing normal functions.
- Act as a part of a team in risk situations and crises.



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## Disclaimer

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