



Innovative ways of including low qualified ex offenders and ex prisoners to labour market (INforEX)

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Step by step our project is approaching to an end. Until now we have created on-the-job training methodology and prepared a group of employers to work with exoffenders and exprisoners in each of the project countries (UK, Poland, Spain, Italy, Cyprus and Lithuania).

Presently we are in the third project stage - piloting the created methodology with low qualified (ex) offenders. More about on-the-job training with final beneficiaries - in our next newsletter.

In this newsletter we present the **Training of Trainers** sessions for employers in partners' countries.



Training of Trainers in Lithuania

The training in Lithuania was organised during November - January (4 sessions). Due to responsibilities of employers individual face to face meetings had to be organised as well. 12 participants from 9 different organisations participated.

Organisations were from different sectors:

1. Social services provision;
2. Advertising;
3. Windows construction;
4. Maintenance (small construction works, plumbing, electricity works, kitchen staff, etc.);
5. Maintenance (repair of computers, printers, etc.).

The main aspects pointed out in the training and discussions with employers:

- the lack of trust in the final target group;
- this target group could be more involved in jobs requiring physical strength;
- since the target group is low qualified it might be difficult for them to fill in the required documentation of the project;
- the certificate is a useful complementary document to a person's CV;
- the certificate should be introduced to a wider network of employers, etc.

Training of Trainers in Cyprus

The overall goal of the sessions in Cyprus (February 2018) was to train employers and managers to become trainers of (ex)offenders and other people coming from vulnerable groups in their workspace. 5 participants agreed to participate.

The participants came from different sectors like:

- Trading Companies;
- School / Education providers;
- Delivery & Messengers Services;
- Retail trade;

The majority of the participants already had experience in working with (ex)offenders.

The participants expressed that the training courses had a tremendous impact on the way they approach some situations and on their perspectives, especially regarding working with ex-offenders and people from vulnerable groups.



Training of Trainers in United Kingdom

For the train the trainer programme, CASCAID worked with specialist organisations who work closely with prison services and ex-offenders to guarantee long term employment and improve skills and employability for disadvantaged adults. Through January-March, CASCAID liaised with employees and tutors to introduce the INforEX project, its aims and the training programme.

Participants were generally very receptive of the projects aims and the training, and overall satisfaction scores were high. One key area for improvement identified was that the training felt a little basic for the needs of the tutors who already have experience in this field.

The participants came from different sectors like:

- Education, training and skills sector;
- Careers advice and guidance;
- Housing sector and construction;

7 members of their staff took part in the INforEX training methodology programme in February 2018. Owing to the busy work commitments of the employees, much of the training was delivered remotely and in a flexible manner over multiple short sessions rather than the originally planned day long workshops.



Training of Trainers in Spain

The training in Spain was carried out in two locations - Madrid (in December) and Almeria (in January). As planned, 12 employers participated.

Employers were from hostelry, gardening, agri-food, printing, service fields.

The main aspects pointed out in the training and discussions with employers:

- Work absences, compliance with schedules, work habits in general;
- Lack of personal skills in dealing with clients or managers are the most valued skills in all sectors, especially in the hotel industry;

- Personal skills and competences are more important than knowledge or specific training. Attitude is the most valued by employers and helps the insertion to be successful;
- The project target group requires more supervision at work;
- It is important that the employer has a certain social sensitivity;
- TRUST is important, so that they can work in private sectors such as homes.



Training of Trainers in Poland

Training in various forms (mailing, direct / individual meetings with employers, telephone conversations, distribution of training materials) took place between December 2017 and February 2018. All in all there have been 10 participants.

The employers gave the tutors their opinion on the training:

Advantages (+):

- training topics in line with the main objective of the program;
- the opportunity to participate in an innovative project;
- the ability to help another person;
- overcoming the prisoner's stereotype, including reducing the fear of employing people with a criminal record.

Disadvantages (-):

- lack of interest in the stationary training;
- lack of e-learning training (interactive forms of cooperation).



**Szczecińska
Szkoła Wyższa**

Training of Trainers in Italy

During the period of 05/02/2018 05/03/2018 there were 4 group sessions. Lazzarelle had 12 participants from 12 organizations.

Lazzarelle contacted companies and employers that are part of their network and already work with ex offenders, also which have social responsibility among their values. The participants came from different sectors: hostelry, cooking, agri-food, printing, service. Some of the participants already have experience of working with (ex)offenders.

They have focused on a non-formal approach: used a participatory methodology favoring group discussion raising open questions of general interest, and working together coping situations.

