

Executive Summary: PRISGRADS – Recruiting & Training Prison Officers in Austria

Presenter: Matthias Pocesny

Venue: Strafvollzugsakademie - Prison Staff Training Academy

Overview: This presentation highlights Austria's approaches and current innovations to recruiting and training prison officers. The focus lies on targeted recruitment campaigns, a structured training program, and a mentoring system.

1. Recruitment Strategies

- Targeted recruiting at **sports events** and **job fairs**.
- Dedicated **recruiting officers** for different regions (east/west).
- Activities like **prize draws**, task force demonstrations, and job profile presentations.
- **Results: +37.47% applicants | +47.76% admissions**

2. Basic Training for Prison Officers in Austria

- **Admission Criteria:** Austrian citizenship, physical fitness, a clean criminal record, and willingness to commit to the profession.
- **Admission Process:** Includes aptitude tests (spelling, calculations, personality), medical checks, and interviews.
- **Training Structure (Effective January 2025):**
 - **50 weeks + 2 weeks leave**
 - Theoretical and practical phases at correctional facilities.
 - Legal knowledge, social care, executive service, & additional skills.
- **Specialized Training – Project "ATHLETA"**
 - Tailored basic training for **elite athletes**, enabling them to maintain athletic careers alongside professional roles.

3. Mentoring Program

- **Purpose:** Professional development and support for new officers post-training.
- **Mentoring Framework:**
 - Experienced officers (4–5 years of service) as mentors
 - Taking place in addition to daily regime & duties

Conclusion

The Austrian correctional service emphasizes structured recruitment, comprehensive training, and mentorship with a commitment to enhance the professional development and retention of prison officers.

Link: [Strafvollzugsakademie](#)



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