

WORKPRIS Final seminar

Key competencies for TSO staff working with people in prison

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Skill and competency framework



Center za
izobraževanje in
kulturo Trebnje



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Background & Purpose

- Developed within the EU-funded WORKPRIS project (Prague June Workshop etc.)
- Responds to current labour market and human rights priorities
- Supports vocational education and training (VET) for TSOs
- Strengthens collaboration between NGOs and prison systems

How It Was Developed

- Collaboration with experts from 17 European countries that includes: Inputs from Mapping survey and following surveys, expert consultations, webinars and workshop
- Put together based on inputs and feedback from both TSO and correctional professionals and their experience and practice

Purpose of the Skill and competency Framework

- Define and standardize core competencies for TSOs
- Clarify expectations between NGOs and prison staff
- Guide training design and professional development
- Promote ethical, human-centered cooperation

5 Core Competencies for TSO staff (Overview)

- Providing social support and assistance
- Legal and regulatory compliance
- Facilitating (re-)integration measures
- Building cooperation and networks
- Professional ethics and resilience

Competency 1: Providing Social Support and Assistance

- That means: Addressing the needs of incarcerated people and their families through counselling, guidance, and advocacy.
- *Knowledge:* social services, family and community resources
- *Skills:* case management, advocacy, guidance, trust-building
- *Attitudes:* empathy, respect for dignity, social justice

Competencies 2 & 3: Legal Compliance & Reintegration

- **Legal & Regulatory Compliance:**
Know prison rules and human rights standards
Apply them with accountability and integrity
- **Facilitating (Re-)Integration:**
Support education, work, and family connections
Use motivational interviewing and counselling

Competency 4 & 5: Cooperation & Professional Ethics

- **Building Cooperation and Networks:**
Work with prisons, municipalities, NGOs, employers
Foster trust and shared responsibility
- **Professional Ethics and Resilience:**
Maintain boundaries, manage stress, practice self-care
Act with professionalism and empathy

Using the Framework

We suggest to follow these steps when using the competencies for preparing yourself or other professionals entering prisons:

- 1) **Identify key competencies relevant to your role**
- 2) **Reflect on strengths and areas for development**
- 3) **Engage in training and supervision**
- 4) **Apply and integrate learning in practice**
- 5) **Use the competency list as a living, evolving tool**

Final Message

“Professional competence builds trust – and trust builds rehabilitation.”

Motto of our lecturers and mentors

- This competency ramework promotes ethical, skilled TSO engagement in correctional systems
- Aims to strengthen human-centered correctional practice across Europe

Thank you for your attention

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