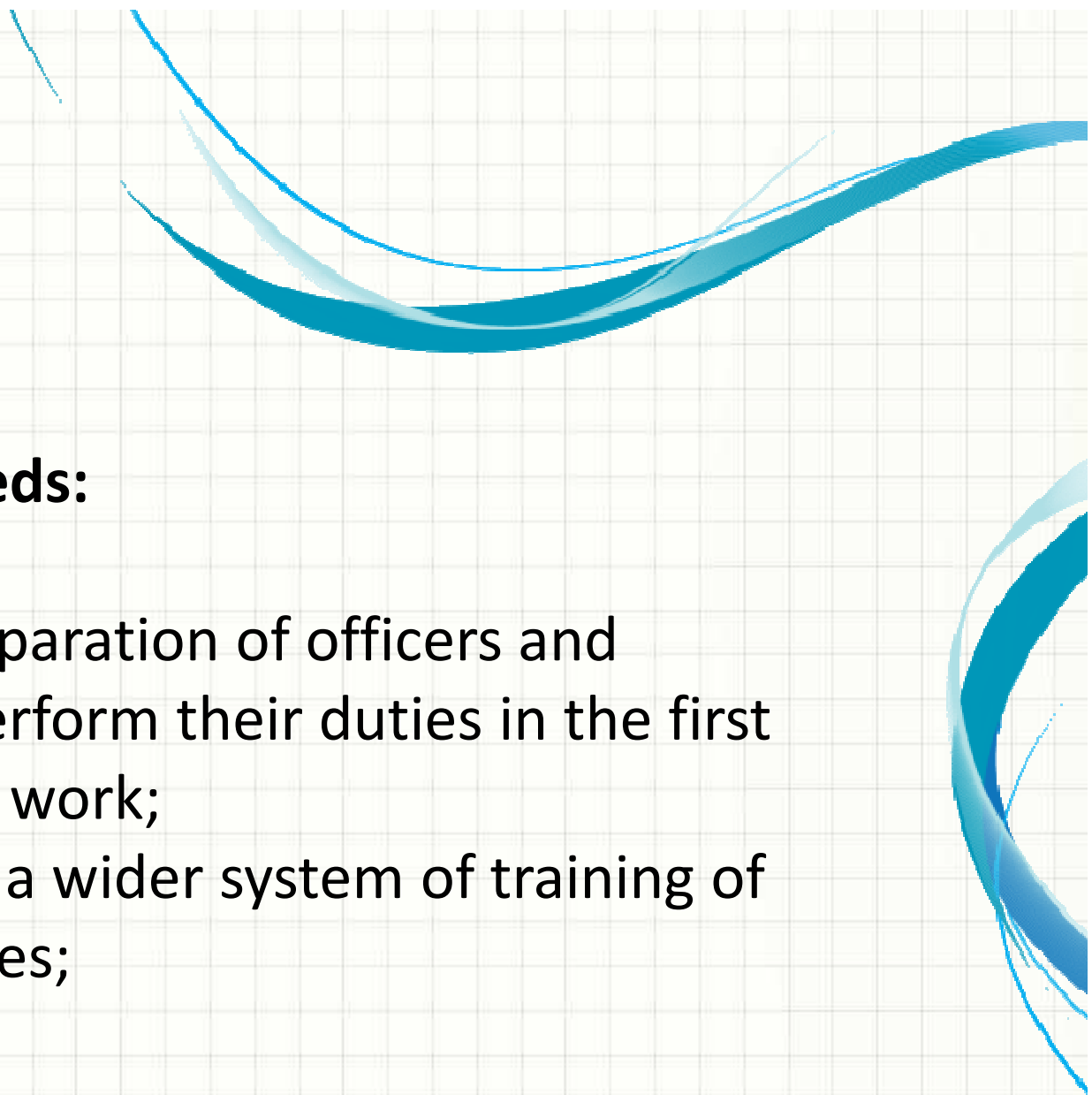




# **CHANGE OF THE MODEL OF TRAINING OF OFFICERS AND EMPLOYEES OF THE PRISON SERVICE**


Central Training Center  
of Prison Service in Kalisz  
Marcin Strzelec

7th EPTA Conference, Barcelona, 27.06.2014 r.



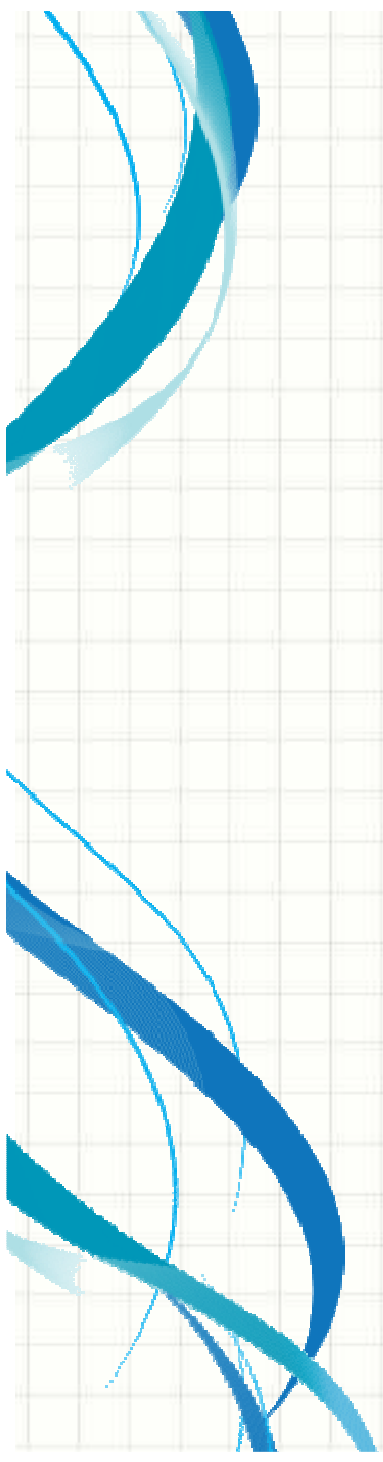
## **Challenges and needs:**

- professional preparation of officers and employees to perform their duties in the first year of service / work;
- development of a wider system of training of civilian employees;



## Challenges and needs:

- vocational training of officers with a greater focus on acquiring skills, self-analysis and problem solving;
- enabling vocational training to work in different working posts;



## Challenges and needs:

- ensuring the implementation of the necessary specialized training in the context of limited feasibility of stationary training;
- identification, efficiency, and timely implementation of professional development by each officer and employee of the Prison Service.



# **Suggested model of training in the Prison Service**

# Training stages

## Initial training

- Pre-professional adaptation performed under the direction of mentor
- Preparatory course according to specialization (two weeks) ending with an exam covering the topics of the course, including shooting training
- Apprenticeship in the line with specialization under the guidance of a mentor, also based on a unified knowledge acquired through the courses prepared centrally
- Final examination - to qualify for vocational training including self-presentation and thematically the whole range of initial training, implemented in the training center, with the participation of mentors

## Vocational training

- The modular, three part: part 1- theoretical, e-learning, part 2- stationary, practical, part 3- specialist, containing specialized courses
- Allowing re-completing only the third part of the training for of civilian employees or officers changing working posts
- Containing current specialized training within the specialization



# Training stages

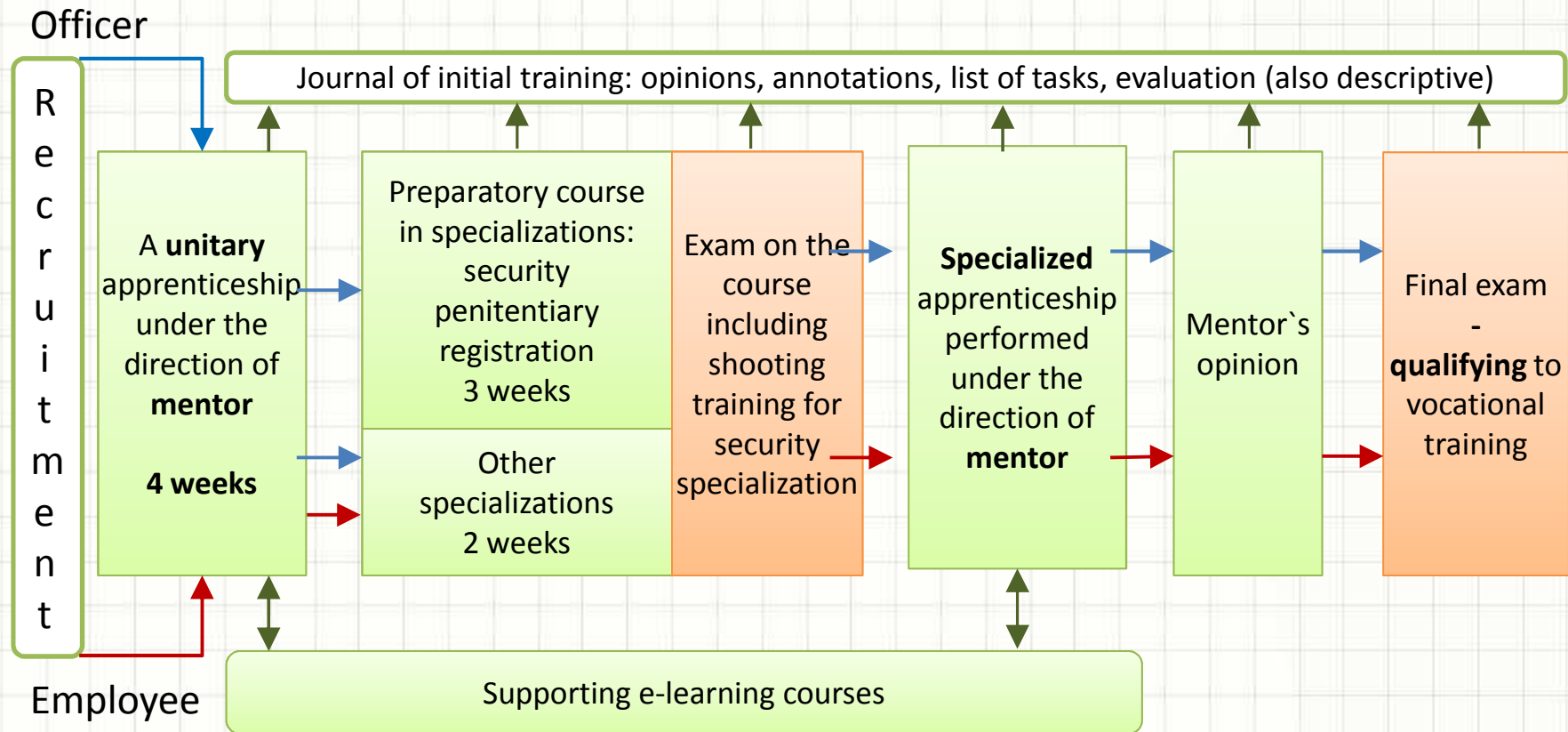
## Specialized training

- Being a part of the third component of vocational training
- Independent specialist courses only for management, including those specialized for IT managers

## Professional development

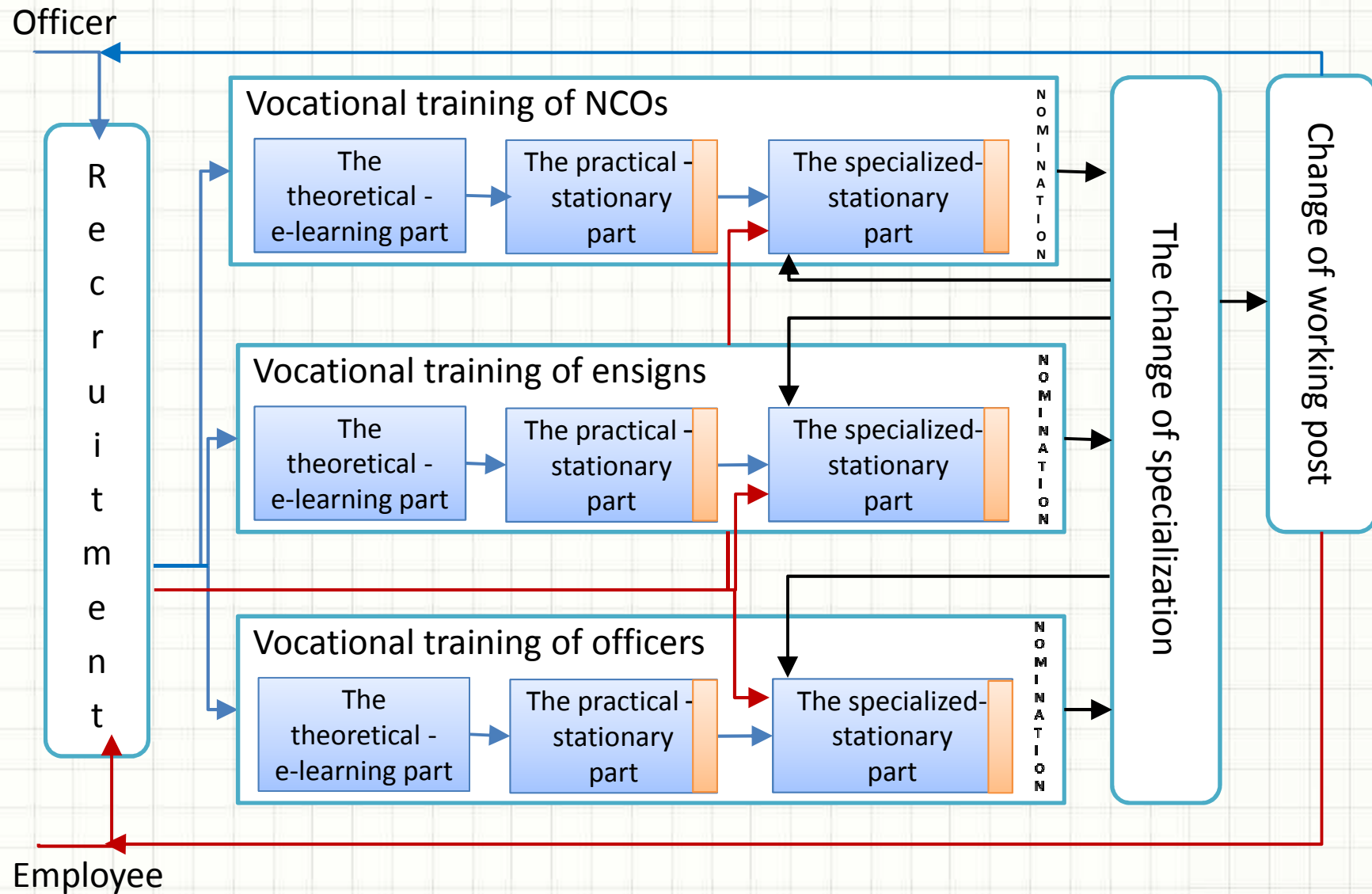
- Prepared centrally or by regional inspectorates and aimed at increasing the skills within a specialization
- Also implemented within the framework of compulsory vocational education path, pointing out the number, date and type of training the officer or employee must complete

# Initial training

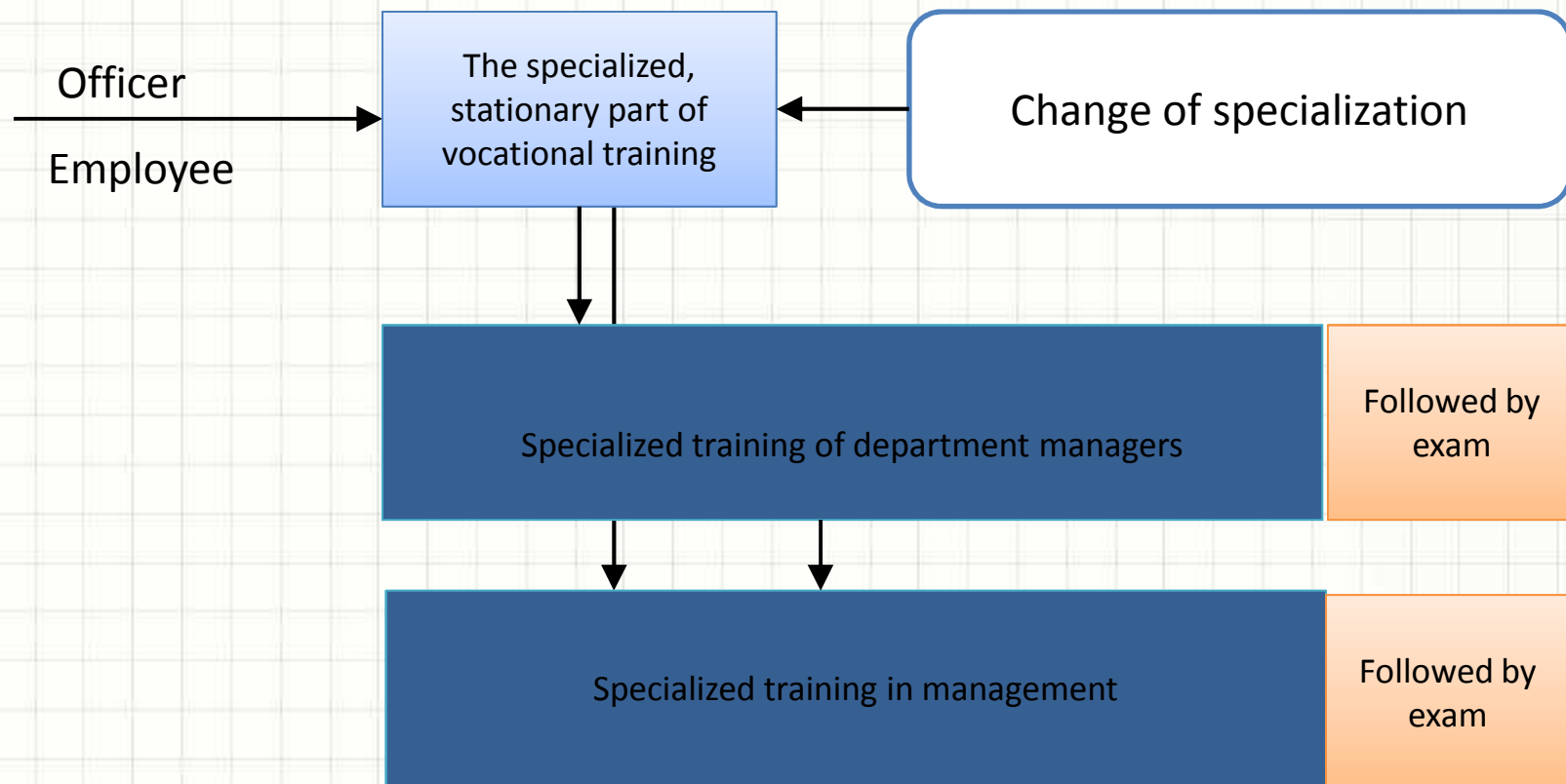




# Vocational training



# Specialized training



# Professional development

