

The Swiss approach for transferring of knowledge and skills into practice

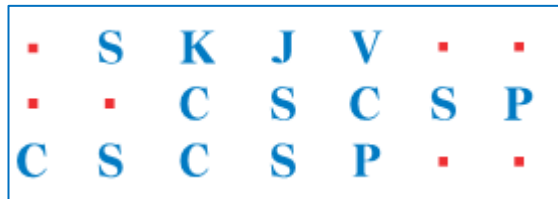
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Starting points: The SCEPP

- In Switzerland, according to federal structure, the cantons are responsible for the enforcement of penal sanctions and for prisons. In addition, they are responsible for the recruitment of personnel.
- However, a competence center, **the Swiss Competence Center of Prison and Probation, SCEPP**, on a national level was created in 2018 (replaces former training center, created in 1977) to support the cantons in their strategic planning and to coordinate and harmonize different solutions. The SCEPP also provides training of all prison service staff.



The new Basic Training for Prison Officers

- The Basic Training for prison officers has been created in 1977; since 2002 it is a federal examination. **Since August 2018**, the new Basic Training has started.
- Training for “generalists”, **15 weeks over 2 years**, on the job, in order to obtain the federal certificate of « Prison Officer »
- The key concept of the new training system is the **Qualification Profile**, which is also the basic document for the examination.
- It aims at the transmission of the **operational competences** of the qualification profile

The new Basic Training for Prison Officers

- The transfer of skills is only effective if the teaching tools are adequate: The SCEPP therefore develops dynamic course materials and concrete situations.
- The transfer of theory to practice and the acquisition of the competencies of the Qualification Profile are evaluated throughout the 2 years by evidence of performance:
 - 4 pieces of evidence of the school's performance, evaluated by specialists in the field of deprivation of liberty
 - 1 proof of performance in an institution, evaluated by practice coaches during 18 months (counted from the beginning of the Basic Training)

The new Basic Training for Prison Officers

- The transfer of knowledge and skills is possible due to the cooperation of detention facilities, practice coaches and trainers who are motivated, trained and aware of the reality in the field.
- The Practice Coach:
- Works in institutions of deprivation of liberty
 - Is the reference person for the trainee and acts as a link between the institution, the SCEPP and possible partners
 - Accompanies and supports the employee in the workplace in the development of his or her knowledge, skills and attitudes

The new Basic Training for Prison Officers

- *The Practice Coach:*
 - Monitors and controls the acquisition of professional skills in practice, and evaluates performance with a graded certificate (proof of performance in an institution)
 - Plans and organizes internal and/or external internships.
 - Collaborates and participates in Basic Training at the Center, including courses (co-teaching) and practical exercises (role-playing, simulations, etc.)

The new Basic Training for Prison Officers

The following testimonials report the experiences with the new Basic Training

German: [iCloud](#)

French: [Amelie_Aubry_Cretelongue.mp4 - Google Drive](#)

Conclusions

Conclusions

- Participant & Practitioner Evaluations: Training more oriented towards practice and skill acquisition (knowledge, behavior, ability).
- Trainers are specialists in practice (credibility)
- Collaboration with the cantons: heads of department, management, coaches

Challenges

- To develop didactic workshops on adult education for trainers
- Development of role plays and other didactic learning tools (WBT, VR, Quizz-App...)
- Establishment of function specifications for practice coaches
- Create a Swiss code of ethics



**LET'S
DISCUSS**