

## ILA Employability – O1A2 Report

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## **1. Introduction**

The output O1-A2 will provide a recognition of the skills and the capabilities that the young offenders can develop during their stay in the center in order to foster the integration after their release. This research follows some of the main priorities of the project that aims to promote young people's social inclusion taking into consideration the issue of youth unemployment and to develop basic and transversal skills, such as entrepreneurship, using innovative and learner-centred pedagogical approach. More specifically, this study will support training curriculum for staff and training/learning materials for young offenders by the identification of the employability skills, which transferred, can decrease the reduce the risk factors to criminality.

The goal research has been pursued through the use of a combined research approach (mix method), based on the joint use of quantitative and qualitative techniques in the data collection and analysis. In particular, a structured questionnaire was administered to 364 young offenders and focus groups were organized in detention centers of Romania, Spain and Cyprus.

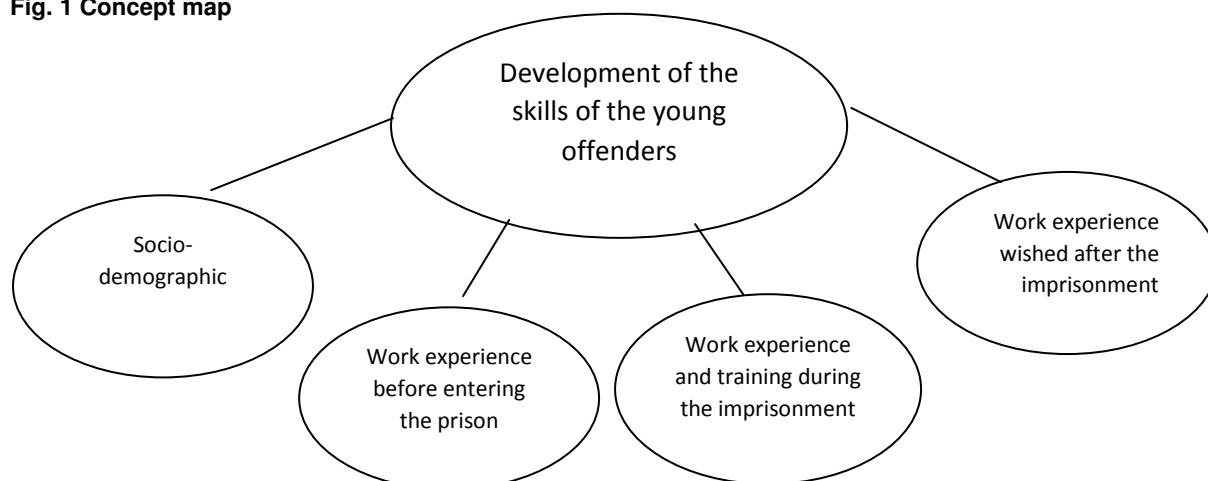
## **2. Questionnaire**

According to project aims, a descriptive research with a quantitative research method has been carried out. The research unit of analysis are the inmates detained in youth detention centers from Romania, Spain and Cyprus, i.e. the Country partners of the ILA project. The research question is articulated in 4 general dimensions (fig.1):

- Socio-demographic: basic information about inmates, such as gender, age, nationality and civil status.
- Work experience before entering the prison: this dimension explores the jobs and the type of works carried out by the offenders.
- Work experience and training during the imprisonment: this section investigates if the offenders have been involved in works and if they have followed training courses during their stay in the center.
- Future work experience: here the focus is on the works that the offenders would like to do after their release and the skills they consider important in order to find a job.



**Fig. 1 Concept map**



The questionnaire was administered to the young inmates detained in youth detention centers from Romania, Spain and Cyprus. Research sample is made up of 364 inmates, the majority of them coming from Spain (163 inmates, 44.8%) and Romania (156 inmates, 42.9%).

**Tab. 1 – Distribution of the inmates by Country.**

	Total	%
Spain	163	44.8
Romania	156	42.9
Cyprus	45	12.4
Total	364	100.0

Source: survey's data processing "ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support ". 2015.

The gender distribution of the young inmates by the countries where the detention centers are placed (tab. 2) shows that 80.5% of the inmates are male. More specifically, the share of male is much higher among Romanian inmates (93.6%) than among the other countries.

**Tab. 2 - Gender of the inmates by Country of prison. Column percentages.**

	Total	Country of prison		
		Spain	Romania	Cyprus
Male	80.5	71.8	93.6	66.7
Female	19.5	28.2	6.4	33.3
Total	100.0	100.0	100.0	100.0

Source: survey's data processing "ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support ". 2015.



The average age of the inmates is 18.4 years, with a standard deviation of 2.9. Inmates from Cyprus are older than the other ones, while those detained in Spanish detention centers show the lowest average.

**Tab.3 – Age of the inmates by Gender and Country of prison. Descriptive Statistics.**

	Total	Gender		Country of prison		
		Male	Female	Spain	Romania	Cyprus
Mean	18.4	18.4	18.5	16.6	19.2	22.2
Standard Deviation	2.9	2.8	3.3	1.4	2.9	2.3
Minimum	8	8	14	14	8	18
Maximum	25	25	25	20	25	25

Source: survey's data processing "ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support ". 2015.

Considering the civil status of the inmates, emerges that the majority of the respondents are single (87.6%); the highest share of married people is among women (22.5%) and among inmates detained in Romanian detention centers (14.1%).

**Tab.4 – Civil status of the inmates by Gender and Country of Prison. Column percentages.**

	Total	Gender		Country of prison		
		Male	Female	Spain	Romania	Cyprus
Single	87.6	90.8	74.6	93.3	84.6	77.8
Married	10.4	7.5	22.5	6.7	14.1	11.1
Separated	.8	1.0			1.3	2.2
Divorced	1.1	.7	2.8			8.9
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: survey's data processing "ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support ". 2015.

Next section deals with the work experiences of the young offenders. As shown in tab.5, the sample is almost equally divided between the inmates who never worked before entering the center (48.2%) and who have had a job (almost 51.8%). There is a slight gender difference: the share of respondent without a work experience is higher among female inmates.

**Tab. 5 – Did you ever work before entering the center/prison?**  
Distribution by gender of the inmate and country of prison. Percentages

	Total	Gender		Country of prison		
		Male	Female	Spain	Romania	Cyprus
yes	48.2	49.8	41.2	33.1	51.9	86.7
no	51.8	50.2	58.8	66.9	48.1	13.3
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: survey's data processing "ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support ", 2015.

Next question concern the possible job occupation carried out by the inmates, before their entering the prison. The different types of jobs are organized, following to the international job sectors classification. According to the tab.6, the main job category is represented by occupations classified as “craftsmen, skilled workers and farmers” that involves almost 19.5% of inmates; a further substantial part of offenders carried out activities in the sectors of “trade and services” (13.7%) and of “unskilled occupations” (9.6%). More than 50% of inmates does not indicate any kind of job, maybe because they did not work before entering the center/prison.

The types of job classified as “craftsmen, skilled workers and farmers” were usually executed by men (23.2%), and this represents the most common job category in Romania with almost 28% of respondents. In contrast, women were especially involved in the activities of “trade and services” (24%); this job sector regards mainly the prisoner from Cyprus (33.3%). “Unskilled occupations” were carried out in a same measure by men and females (almost 10%). Instead, considering the country of prison, these jobs are prevalent in Cyprus (17.8%) and Romania (14.7%).

**Tab. 6 – What kind of job did you have before entering the center/prison?**

Distribution by gender of the inmate and country of prison. Percentages

	Total	Gender		Country of prison		
		Male	Female	Spain	Romania	Cyprus
craftsmen, skilled workers and farmers	19.5	23.2	4.2	10.4	27.6	24.4
other	0.8	1.0	0.0	0.0	0.6	4.4
plant and machine operators and drivers of vehicle	1.4	1.7	0.0	0.6	1.3	4.4
technical professions	0.8	1.0	0.0	0.6	0.6	2.2
trade and services	13.7	11.3	23.9	15.3	6.4	33.3
unskilled occupations	9.6	9.6	9.9	2.5	14.7	17.8
not answer	54.1	52.2	62.0	70.6	48.7	13.3
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: survey's data processing “ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support”, 2015.

Working in prison is an important way of rehabilitation and, for many inmates, it could represent an opportunity of social re-integration. For this reason, the following questions explore the possible work activities during the stay of the young offenders in the centers.

The table 7 shows that majority of the inmates (63.2%) did not have any work experience during their stay in prison, while almost 37% says to have done some activities in prison. The works are executed above all by men (38.4%); the distribution by country of prison indicates that Cyprus has the higher numbers of inmates that have worked during their stay, while Spain is characterized by the lower percentage of offenders without work experiences in the center (92%).



**Tab. 7 – Have you ever done any work experience during your stay in the center/prison?**  
Distribution by gender of the inmate and country of prison. Percentages

	Total	Gender		Country of prison		
		Male	Female	Spain	Romania	Cyprus
yes	36.8	38.4	29.9	8.0	51.9	80.0
no	63.2	61.6	70.1	92.0	48.1	20.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: survey's data processing "ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support", 2015.

Focusing on the type of work carried out during the stay in the prison (tab.8), the majority of the inmates were involved as "craftsmen, skilled workers and farmers" (13.5%), in "unskilled occupations" (13.7%) and in "trade and services" sectors (7.4%);

The gender distribution indicates some differences as males prisoners have done activities as "craftsmen, skilled workers and farmers" (15.4%), while females were mainly involved in "trade and service sectors" (11%); moreover, these job categories are both predominant in Cyprus.

**Tab.8 – What kind of work experiences have you done in the center/prison?**  
Distribution by gender of the inmate and country of prison. Percentages

	Total	Gender		Country of prison		
		Male	Female	Spain	Romania	Cyprus
craftsmen, skilled workers and farmers	13.5	15.4	5.6	4.9	17.9	28.9
intellectual professions	0.5	0.7	0.0	0.0	1.3	0.0
to study	0.3	0.3	0.0	0.0	0.0	2.2
trade and services	7.4	6.5	11.3	1.8	9.6	20.0
unskilled occupations	13.7	14.3	11.3	0.6	23.1	28.9
not answer	64.6	62.8	71.8	92.6	48.1	20.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: survey's data processing "ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support", 2015.

During the period of imprisonment, the inmates can be involved in working activities or in professional trainings with rehabilitative and preventive purposes.

The tab.9 shows that the 58.4% of the detainees have not carried out any professional courses in the prison, while the 41.6% says the opposite. There is not a relevant difference between males and females; instead, considering the country of prison, Spain has organized the higher number of professional courses (60.7%), while Romania represents the detention center with the highest share of inmates who have never followed any professional trainings during their stay (75%).



**Tab.9 – Have you carried out any professional trainings in the center/prison?**

Distribution by gender of the inmate and country of prison. Percentages

	Total	Gender		Country of prison		
		Male	Female	Spain	Romania	Cyprus
yes	41.6	40.5	46.3	60.7	25.0	35.6
no	58.4	59.5	53.7	39.3	75.0	64.4
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: survey's data processing "ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support ", 2015.

The training courses provided by the detention centers concern specific and diversified working fields. The table above indicates that the most attended training courses concern "maintenance and gardening" (15.4%), "cooking and restaurant" (9.3%) school education courses, such as ECDL (5.2%); the training courses of "maintenance and gardening" were followed above all by male inmates (16%) and this type of courses were organized mainly in Spain (28%). Instead, the "cooking and restaurant training" and "school education" courses are followed mainly by female inmates (19.7% and 10%). Even in these cases, the country with the highest number of attendance is Spain (16% and 7.4%).

**Tab.10 – If yes, what kind of training courses have you followed?**

Distribution by gender of the inmate and country of prison. Percentages

	Total	Gender		Country of prison		
		Male	Female	Spain	Romania	Cyprus
cleaning	2.7	3.4	0.0	3.1	0.0	11.1
building	5.5	6.8	0.0	0.0	12.2	2.2
cooking and restaurant	9.3	6.8	19.7	16.0	2.6	8.9
hairdressing	0.8	0.7	1.4	0.0	1.9	0.0
maintenance and gardening	15.4	16.0	12.7	28.2	5.1	4.4
school education	5.2	4.1	9.9	7.4	3.2	4.4
typography	0.5	0.7	0.0	0.0	0.0	4.4
not answer	60.4	61.4	56.3	45.4	75.0	64.4
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: survey's data processing "ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support ", 2015.

In next question, the job perspectives of the inmates are investigated. More specifically, according to tab.11 the majority of the respondents (29.9%), once out of the prison, would like to work as "craftsmen, skilled workers and farmers" and in the "trade and service sectors" (22.8%). About 8% of inmates would like to be involved in "technical professions" and only 2% would like to continue studying; moreover the 10% of the offenders says to do not know what kind of job they would like to carry out, while about the 5% would prefer to not work. The difference of gender indicates that the majority of the male inmates (36.5%) would like to be employed as "craftsmen, skilled workers and farmers" and this sector is preferred above all by the inmates from Romania (46.8%); instead women would desire to work in "trade and service" field (47.9%). This sector is especially chosen in Spain, where the interest for this type of jobs concerns 35.6% of the inmates.

Other professions desired by both men (7.8%) and women (9.9%) are the “techniques works”; these jobs are especially preferred in Spain by the 13% of the prisoners. Minor percentage regards the inmates who would like to be unemployed. This value is higher in the prison of Cyprus (8.9%);

**Tab.11 – What job would you like to do when you will be out of the center/prison?**

Distribution by gender of the inmate and country of prison. Percentages

	Total	Gender		Country of prison		
		Male	Female	Spain	Romania	Cyprus
clerical support workers	1.1	0.7	2.8	1.8	0.0	2.2
craftsmen, skilled workers and farmers	29.9	36.5	2.8	17.2	46.8	17.8
i don't know	9.9	9.2	12.7	4.3	9.0	33.3
intellectual professions	5.2	5.5	4.2	8.6	3.2	0.0
managers	1.6	2.0	0.0	1.8	1.9	0.0
other	1.9	2.4	0.0	1.2	1.9	4.4
plant and machine operators and drivers of vehicle	4.1	4.8	1.4	1.2	8.3	0.0
technical professions	8.2	7.8	9.9	12.9	5.1	2.2
to study	1.9	1.4	4.2	0.0	0.6	13.3
trade and services	22.8	16.7	47.9	35.6	12.2	13.3
unemployed	5.5	5.8	4.2	2.5	7.7	8.9
unskilled occupations	2.7	2.4	4.2	1.8	3.2	4.4
not answer	4.9	4.8	5.6	11.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: survey's data processing “ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support”, 2015.

Another question concerns the most important skills needed to find a job (tab.12): the 16.4% of all the answers shows that the “manual skills” are considered as the most important aspect to find a job, followed by “communication” (12.8%), team working (12.3%), “languages” (12.2%) and “taking responsibility” (10.4%) . From the gender distribution emerges that females preferred “manual skills”, “communication” and “team working”, while males choose “languages”, and “taking responsibility”. Focusing on the country of prison, the inmates from Romania consider the “manual skills” and “team working” as the fundamental aspect of a job, Spain preferred “taking responsibility”, while Cyprus selected “communication”.





**Tab.12 – According to you, what are the three most important things to find a job?**  
Distribution by gender of the inmate and country of prison. Percentages are based on responses

	Total	Gender		Country of prison		
		Male	Female	Spain	Romania	Cyprus
Manual skills (e.g., building things or fixing them)	16.4	12.0	15.6	14.6	17.8	11.1
Creativity	7.2	5.5	6.9	7.0	7.5	4.4
Communication	12.8	10.0	12.2	9.2	13.3	18.5
Languages	12.2	13.0	12.3	13.5	12.4	8.1
Taking responsibility	10.4	15.5	11.4	15.7	8.4	7.4
Planning and arranging activities	3.1	3.0	3.1	2.2	3.2	5.2
Leadership	1.8	3.0	2.0	3.4	.6	2.2
Managing money	4.6	6.5	5.0	5.8	2.4	11.1
Computer skills	3.1	5.0	3.4	2.2	3.2	8.1
Technological expertise	3.4	2.0	3.2	2.7	2.6	6.7
Interpersonal skills	3.7	5.0	3.9	5.2	1.7	7.4
Team working	12.3	9.5	11.7	8.5	16.3	6.7
Good education	9.2	10.0	9.4	9.9	10.7	3.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: survey's data processing "ILA Employability - Innovative Learning Approaches in Staff Training and Young Offenders' Employability Support ", 2015.



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### 3. FOCUS GROUPS

The Centre Buzias of Romania, the Eurosucces Consulting from Cyprus and the DAE Association from Spain have been involved in the realization of the focus groups. Each partner carried out two focus with a total of 32 interviewers. Tab.13 shows the numeracy of each group, the gender and the age of the offenders by country of prison.

**Tab.13 – Focus group composition**

Country of prison	Group 1	Group 2
Romania	5 male, 16-21 years old, male	5 male, 17-21 years old
Cyprus	5 male, 18-25 years old, male	5 female, 19-25 years old
Spain	4 male, 3 female, 14-17 years old	2 male, 3 female, 14 – 17 years old

The focus aims to explore the following dimensions:

1. the perception of the young offenders regarding the skills/abilities – e.g. manual, numerical, creative, communication, social skills - they think to have;
2. the skills/abilities that the offenders would like to acquire or to improve;
3. the possible way, according to the offenders opinion, to acquire or to improve these skills;
4. the possible interest to learn or to improve these skills and activities during the stay in the detention centre;
5. the possible way, according to the offenders opinion, in which these skills could be useful for their future;
6. the future projects of the offenders after the release.

First dimension that has been investigated regards the perception of the young offenders about the skills/abilities – e.g. manual, numerical, creative, communication, social skills - they think to have.

More specifically, the self-development such as the level of self-esteem, the social relationship with pairs have been explored, asking how the offenders feel sure when they are taking a decision. According to the majority of the inmates, the level of self confidence depends on the nature of the decision and on kind of situation. The inmates from Romania say that in these moments a sense of nervousness and confusion emerge. For some inmates of Cyprus detention centre, if the decision to make does not include too many risks, it is easier to take a decision, but if there are too many risks involved in it, a sense of difficulty overcomes. Also among some offenders of the spanish centre a sense of uncertainty emerges; one of them says *"I feel insecure sometimes, for example the piercing...I thought that maybe it will hurt me. And sometimes I feel that I won't do the best thing...I don't like making decisions"*. Moreover, according to some inmates, when they have to take a decision, the opinion of other people such as familiar, parents etc. play an important role. Indeed an offender says *"I normally pay attention and respect what my parents say. I'm very independent, but I*

hear them"... *"I have self-esteem, I don't think that has anything to do...but I keep in mind what my friends say when I decide something. I want to know what they think"*.

In order to better understand the level of self-development of the offenders, they were invited to describe a situation when they felt satisfied or unsatisfied of themselves. The majority of the inmates expresses to feel very satisfied when they received a good evaluation at school, when they pass an exam or when they win a sport competition. Instead, the level of dissatisfaction depends above all by their criminal past, the aggressive behaviour they sometimes take and their stay in prison. An offender, indeed, says: *"I'm unsatisfied sometimes when I get very nervous and I punch someone or something"*; according to another: *"I am dissatisfied with myself because I am in prison"*. During the discussion, also the relations with pairs and friends were described. For many offenders, it is important to have a relation based on respect and honesty. Instead, some offenders, feel or desire to be alone. This condition emerges from these answers *"my friends abandoned me. I don't want any friends"*. Some offenders say to not have friends outside the prison; some of them say: *"My true friends are the ones I met here at the prison"..."I didn't know who my friends were until I was imprisoned"*. Moreover, the level of satisfaction also depends on the support of familiars or friends; according to an offender *"I am satisfied that I have a family that supports me and give me courage to go further and unsatisfied about the fact that I had untrusting friends"*.

Next, in order to know the possible management skills of the offenders, they tried to describe a situation in which they solved a problem. According to the answers, some offenders feel to be able or to be interested in managing relation with others. Indeed an offender from Romania detention center says *"I was capable to mediate a conflict between some of my friends, I helped one friend"*, other inmates do not remember a situation where they solved a problem. The offenders also mentioned moments in which they had difficulties to solve a problem. The prevalent problem they are not able to solve is the use of drugs.

Following, offenders were asked to refer if they are able to plan and organize an activity. In general, the answers of the offenders indicate a sense of uncertainty. Some offenders say to be able to possess these skills but it depends on different factors such as *"the financial, human resources, if the activity needs money or people to be involved in"*.

Next topics discussed during the focus regard the knowledge of a foreign language. Almost all the offenders say to be not able to have a conversation in English, some of them state to know only some expressions. Moreover, the majority of them are interested to learn it. Although the knowledge of the English is very low, many offenders indicate to listen to music and to watch movies in English with subtitles.

Other questions deals with the civic sense and in particular with the sensitive of the inmates towards social, environmental issues and the respect of rules. From this topic different reactions emerged: some offenders seem to be interested in social problems and to be sensitive to disadvantages classes, such as poor people and children. Other inmates say to be not interested in social problems as they have to solve personal problems. According to an offender *"I have other things on my mind"*

*right now*"; an other says „*Not really, my only problem now is to get out of here*” and also other inmates are agree with this opinion. Moreover, the majority of the offenders say to not usually follow the news of their country. Only some guys from Romania seem to be more interested.

Another topic dealt in this section regards the level of entrepreneurship of the inmates. In particular, they were invite to describe a situation in which they realized an idea. The majority of them mentioned manual activities in which they were involved, such as the building of bicycles, houses, seats etc. An inmate says “*Once in school I had an idea to arrange a lesson differently and the teacher realized it. At my last job some procedures of work were changed as a result of some of my ideas*”. They also talked about a situation in which they have taken an initiative. Majority of the offenders remembers moments when they helped other people to solve a problem. For example, an inmate says “*when I was in a trip in cave and we had lost, I was capable to lead our small group to the others*”, another states “*I helped some people to find accommodation to the hotel*”. For other offenders, the sense of resourcefulness is connected to the criminal act, as they say to have taken initiative mainly when they stole.

An important part of this section provides some information about the management of labour market and the business life attitude of the young offenders. The inmates talked about the way to find a job, and their possible skills to write a CV and to take an interview. The debate of the offenders shows that they would find a job using newspaper or internet, asking to friends or directly to the employers. All the offenders say to not know how to write a CV and to take an interview. Moreover, some of them expressed a deep interest to acquire these skills.

Moving to another dimension of the focus groups, the offenders were invited to talk about the skills/abilities that they would like to acquire or to improve. More specifically, they were asked to provide some examples of what they would like to be able to do. The groups of Romania detention centre mentioned the ability to speak in a foreign language and the strategies to find a job. Many of them also underlined the need to acquire self-esteem skills in order to take decisions, to plan their activities, to solve problems, to realize their ideas. The offenders of Cyprus prison express the desire to acquire management skills such as problem solving, planning and organizing tasks; self-development abilities to improve the level of self-esteem and social relationship with pairs, skills to find and maintain a job, to develop network and to improve the sense of initiative; the inmates from Spain would like to improve management skills, English knowledge, the self-development and self-esteem; they also would like to have more respect for the law, improving their civic sense.

Next they were asked to indicate the people from they would like to be helped in order to acquire and improve these skills. From the answers of the inmates emerge that specialized figures such as educators and the family could support their re-education and the acquisition of the skills they need. Anyone mentioned the role of friends to help them in this task. Moreover, to the question “*would you like to learn or to improve these skills and activities during your stay in the centre/prison?*”, the majority of the inmates say that they would be willing to develop these capabilities during the imprisonment. Some of the inmates also declared that these skills could be useful for the future. Some offender said

that these abilities and knowledge are important *“to be a good and correct person; to not do again the same mistake; to find a way in my life; to have a future; to find a job; to have a good relation with the family”*; according to an inmate from Cyprus *“these skills could be very useful for making a new beginning”*. This idea is also shared by other inmates that state *“ Yes, I think it will help me find a job; So that I can find a job and not come back to prison”*; *“ these skills can help me to communicate with others better; to learn new things and to leave my past behind”*. From these answers, the skills the inmates can acquire can be seen as a way and an opportunity to redeem themselves from their criminal past; indeed, an inmate says that the acquisition of these capabilities are fundamental not only to find a job but *“in everything, in life in general”*.

Final section explored in the focus groups regards the future projects of the inmates. To the answer *“What would you like to do when you will be out of the centre/prison?”*, the prevalent answer is *“To find a job”*. Some of them specified that they would prefer to find a job abroad. Many offenders also would like to go to school. This answer is prevalent above all for the inmates of the Spanish detention centre. Some offenders imagine their future as opportunity to help their family and to create or improve their social relations.



## ATTACHMENT

### QUESTIONNAIRE

1. Sex  M  F

2. Age of the inmate \_\_\_\_\_

3. Nationality \_\_\_\_\_

4. Civil status:

Single

Married

Separated

Divorced

Widowed

5. Did you ever work before entering the center/prison?

( If “Yes”, go to question 6; if “not” go to question 7)

Yes

No

6. What kind of job did you have before entering the center/prison?  
(You can indicate all types of job, including unofficial and seasonal works)

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7. Have you ever done any work experience during your stay in the center/prison?

Yes

No

8. What kind of work experiences have you done in the center/prison?

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9. Have you carried out any professional trainings in the center/prison?

Yes

No

10. If yes, what kind of training courses have you followed?

---

11. What job would you like to do when you will be out of the center/prison?

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12. According to you, what are the three most important things to find a job?

Manual skills (e.g., building things or fixing them)

Creativity

Communication

Languages

Taking responsibility

Planning and arranging activities

Leadership

Managing money

- Computer skills
- Technological expertise
- Interpersonal skills
- Team working
- Good education
- Others (specify \_\_\_\_\_)

## FOCUS GROUP

1. **Please, describe the skills/abilities – e.g. manual, numerical, creative, communication, social skills - that you think to have (give some examples of what you think you are able to do).**

*For the interviewer: start from the description of their abilities and develop the following aspects, asking examples/real situations of their life:*

- *self-development (level of self-esteem, social relationship with pairs: e.g. when you take a decision, how do you feel sure? Describe a situation when you felt satisfied or unsatisfied of yourself; Describe your relations with your friends; Etc.);*
- *management skills (problem solving, planning, organizing abilities, etc.: e.g.: describe a situation in which you solved a problem; describe a situation in which you have difficulties to solve a problem; are you able to plan and organize an activity? )*
- *foreign language (knowledge of English language: are you able to have a conversation in English? Do you watch movies or listen to music in English? Etc.)*
- *civic sense (respect for rules, sensitivity to social, environmental issues etc.: e.g. are you interested in social problems? Do you usually follow the news of your country?)*
- *entrepreneurship (ability to network, sense of initiative, creative skills, etc.: e.g. describe a situation in which you realized a your idea; describe a situation in which you have taken an initiative, etc.)*
- *management of labor market and business life attitude (skills to find and maintain a job, etc.: do you know how to find a job, how to write a cv, how to take an interview? Describe how you would find a job etc.)*

2. **Please, describe the skills/abilities that you would like to acquire or to improve (give some examples of what you would you like to be able to do).**

*For the interviewer: start from the previous topics and the debate developed, ask which of the following skills they would like/need to acquire or to improve:*

- *self-development (level of self-esteem, social relationship with pairs etc.);*
- *management skills (problem solving, planning, organizing abilities, etc.);*
- *foreign language (knowledge of English language, motivation to acquire a new language);*

- *civic sense (respect for rules, sensitivity to social, environmental issues etc.)*
- *entrepreneurship (ability to network, sense of initiative, creative skills, etc.)*
- *management of labor market and business life attitude (skills to find and maintain a job, etc.)*

3. **According to you, who can help you acquire or improve these skills? (e.g. family, educators of the prison/centre, friends, school teachers etc.)**
4. **Would you like to learn or to improve these skills and activities during your stay in the centre/prison?**
5. **According to you, could these skills be useful for your future? In which way?**
6. **What would you like to do when you will be out of the centre/prison?**

