

# GRADUATE ACCESS TO PRISON TRAINING & MENTORING PROGRAMS: AN OVERVIEW

PRISGRADS

Using responses from a survey implemented in 6 EU member states in the PRISGRADS project, this infographic outlines key aspects of recruitment, training, challenges, and skills for prison officers. It emphasizes professional development, mentoring, and adaptability to build a resilient and effective workforce.

01



## RECRUITMENT PATHWAY

Recruits come through external postings, internal promotions, specialized training programs, or career transitions, such as moving from guard roles to administrative positions or from psychology to academic work in prisons.

Employment qualifications often included academic degrees, language certifications, computer literacy, and professional training. Common professional expertise is: psychology and medical diplomas, management courses, specialized studies in socio-humanities, and pedagogical qualifications with experience in social work.

02



## EMPLOYMENT QUALIFICATIONS

03



## TRAINING AND PROFESSIONAL DEVELOPMENT

Training equips prison officers with essential skills, emphasizing comprehensive pre-employment preparation and ongoing professional development throughout their careers. Work-based training is highly effective for practical tasks, while mentoring supports technical and interpersonal growth. Theoretical training adds value as a supplementary method, ensuring a well-rounded approach to skill development.



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04



## CONCERNS OF THE CHALLENGES FOR GRADUATES

Many new recruits, including graduates will benefit from tailored mentorship and leadership initiatives to gain practical experience, integrate into the culture, and contribute positively to their correctional service. Promoting a better understanding of their contributions can shift perceptions and support structured recruitment.

At the same time, prison officers demands are increasing. This role expansion may have detrimental effects on their well-being, performance, and ultimately, the prison environment

05



## ADDRESSING THE CHALLENGES

All respondents agreed on the effectiveness of mentoring. Mentoring programs are widely available across jurisdictions, however, capacity building has been identified as a challenge.

06



## MENTORING PROGRAMS IN PRISONS

Key skills include communication, conflict resolution, dynamic security, time management, ICT proficiency, personal safety, caring for vulnerable groups, and upholding human rights while supporting rehabilitation.

07



## SKILLS DEVELOPMENT FOR PRISON OFFICERS

Effective prison service depends on strong training programs to prepare officers and ongoing mentorship for guidance and growth. Officers require diverse skills, including communication, personal safety, and conflict resolution, to manage complex responsibilities. At the same time, prison officers demands are increasing. This role expansion may have detrimental effects on their well-being, performance, and ultimately, the prison environment



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