

Executive Summary: Practitioner's Perspective – The Need for High Recruitment Standards and EU Standardisation

Presenter: Mr. Torben Adams

Position: Head of Division, Ministry of Justice & Constitutional Affairs, Bremen, Germany

Overview: This presentation highlights the importance of maintaining high recruitment standards for prison officers across Europe and explores the role of EU standardisation in harmonising practices in staff development. By addressing current challenges and sharing case studies, Mr. Adams emphasizes the need for a unified approach to improve recruitment outcomes, ensure public trust, and enhance reintegration processes.

Key Themes of the Presentation

1. **Current Challenges in Recruitment:**
 - **Inconsistent practices** across EU member states.
 - **High turnover rates** and skill shortages impacting staff efficiency.
 - Negative effects on **prison climate**, including safety and staff morale.
2. **Why High Recruitment Standards Matter:**
 - Ensure **improved safety and security** in correctional facilities.
 - Lead to **better reintegration outcomes** for incarcerated individuals.
 - Enhance **professionalism** and **public trust** in the correctional system.
3. **Case Studies – Recruitment Practices in Europe:**
 - **Norway:** Two-year Correctional Service Academy program.
 - **Germany:** Comprehensive 24-30 month training period.
 - **Netherlands:** Use of continuous professional development initiatives.
4. **Role of EU Standardisation:**
 - Develop **uniform recruitment frameworks & public outreach** for EU nations.
 - Enable **mutual recognition of qualifications** across borders.
 - Promote the sharing of **best practices** and cross-border learning.
5. **Steps Towards Standardisation:**
 - Create **EU guidelines** to align recruitment practices.
 - Develop **competency frameworks** for standardised evaluation.
 - Implement **certification systems** to validate training outcomes.
6. **Future Outlook and Recommendations:**
 - Vision for a **harmonised recruitment process** across Europe.
 - **Practical steps** for policymakers to implement standardisation initiatives.
 - Strengthen collaboration among EU member states and institutions.

Conclusion

- **Key Takeaway:** High recruitment standards & public engagement are essential for improving safety, professionalism, and rehabilitation outcomes.
- **Call to Action:** Policymakers and institutions must work towards harmonisation through EU-standard frameworks and collaborative practices.



Co-Funded by the European Union. However, the views and opinions expressed are solely those of the authors and do not necessarily reflect the views of the European Union. Neither the European Union nor the granting authority can be held responsible for them.