



Labour market reinsertion of ex-offenders

IMPROVING EX-OFFENDER
LABOUR MARKET SKILLS

Publication date: October 2015
Updated: December 2019

Ex-offenders experience more difficulties than other groups in entering the labour market. This practice aimed at integrating ex-offenders into the labour market through different measures such as training or workshops. The practice is part of the regional employment, social inclusion and penitentiary policies of the Government of Catalonia. The job-search activities involved 3 161 offenders, 1 179 of whom found employment.

SPAIN

Name of the PES

Centro de Iniciativas para la Reinserción (CIRE).
Centre for Reinsertion initiatives (CIRE).

When was the practice implemented?

2004–ongoing.

Which organisation was involved in its implementation?

Regional employment service, NGOs, La Caixa Foundation (Programa Reincorpora), ordinary companies, third sector organisations, and own transition resources.

Which groups were targeted by the practice?

Jobseekers:
► Ex-offenders and people on probation.

What were the practice's main objectives?

The practice has been implemented in the Catalonia region by the Centre for Re-insertion Initiatives (CIRE). It aims at fostering ex-offender employment through individual employment pathways, assisted job search, training, and a migrant counselling office.

What activities were carried out?

1. Vocational training involves a set of individual, tailor-made pathways designed to improve the professional skills of the participants and to target the most in-demand occupations in the labour market. The selection is based on the suggestions developed by the Advisory Council composed of representatives of Catalan businesses and the social agents. The profiles focus mainly on construction and building skills but also on cooking and waitress courses, textile manufacturing, and home-assistance, among others.
2. Employment workshops are mainly related to laundry and food production for the consumption of offenders in the centres.
3. Labour market insertion actions encompass three areas: individual employment pathways, job search, and a migrant-counselling office.

What resources and other relevant organisational aspects were involved?

The practice is run by the regional government of Catalonia, managed by CIRE in collaboration with the regional employment office, NGOs and other private entities.

What were the source(s) of funding?

Regional budget (tax revenue).

What were the outputs of the practice: people reached and products?

People reached:

Between 2015 and 2018, 11 274 offenders were trained in 996 courses.

Products:

- ▶ A new web page.
- ▶ A new strategy for the Made in CIRE trademark: the result of the different activities that define the main policy and values of CIRE, combining formation, occupancy and insertion (FOI) to improve the quality of the products.

What outcomes have been identified?

Vocational training has become a real instrument of social and labour reintegration for people under judicial measures.

A project of certificates of professionalism has been implemented and developed, based on the recognition of the professional training for employability that is taught in the juvenile justice and prisons of Catalonia.

What are the lessons learnt and success factors?

It is important to enable the access of inmates to the labour market by promoting their training and developing their professional and personal skills in the short and long term.

CIRE's Employment Bureau is prepared for all those inmates who are willing to join the labour market. It is the first Employment Bureau in a public entity of the entire state, aimed at the insertion of people deprived of liberty, and its main objective is to be the instrument that acts as a bridge between prison and the labour market.



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