



Careers guidance with ex-offenders

Progetto ORFEO 4

Milan, Italy

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The aim of this presentation

To discuss ex-offenders' rehabilitation from a careers guidance point of view

Due to time limits, we discuss mostly here what can be done (strategies for rehabilitation), and only in the last slide how to do it (how to implement them)

For working in careers guidance we need 3 main theories

- 1. A theory on how best to choose an occupation**
- 2. A theory of employability**
- 3. A theory of jobsearch**

2. A theory of employability

Employability: the value of a person on the labour market for a certain occupation

A. 'External' factors: economic trends, demographic trends, belonging to a group for which benefits on hiring are provided

B. Personal 'not changeable' factors: age, health, gender, personality, etc.

C. Personal 'changeable' factors: C1. skills, technical knowledge C2. flexibility

3. A theory of jobsearch

- D. Other factors being the same, the more employers you contact, the easier is to find a job**

- E. To be hired, the candidate has to overcome the 4 main fears of the employers: E1. not able to perform / to learn fast the assigned tasks E2. not interested in the job / firm E3. not able to cooperate with co-workers or employer E4. not able to work properly due to other personal / familiar issues (i.e. bad health, children, etc.)**

- F. Mediation and jobsearch tools that assure personal contact with employers are more effective for overcoming the 4 fears**

Strategies for ex-offenders' rehabilitation (What to do)

2. Rise ex-offenders' employability:

B. Provide benefits for who hires them

C1. Provide training / education / internship (also during detention)

3. Improve ex-offenders' jobsearch:

D. Organize their jobsearch so to maximize contacts/ search on their behalf

F. Use jobsearch means that assure personal contact with employers and connect them (mediate) with employers

E3. E4. Once hired, provide a tutor for ex-offenders and employers

How to implement strategies for ex-offenders' rehabilitation

- **Provide careers guidance before and after release**
- **Promote professional development while in detention**

Network with and involve:

- **Probation services**
- **Social services**
- **Training organizations**
- **Employers and trade union organizations**

AgeSoL

AgeSoL www.agesol.it is a no profit organisation located in Milan, Italy.
It delivers careers guidance in the main prisons of the Milan area.

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