



PROMOTE



Co-funded by
the European Union

EBSN Conference 19th June 2026



PROMOTE project

18 partners from 10 countries

Denmark, Germany, Italy, Hungary, Lithuania, Portugal, Romania, Spain, The Netherlands, Turkiye



Co-funded by the European Union



PROMOTE

Imagine a world...





Co-funded by
the European Union



PROMOTE

Imagine a world...





Co-funded by
the European Union



PROMOTE

Imagine a world...





Co-funded by the European Union



PROMOTE

Imagine a world...





Co-funded by the European Union



PROMOTE

Imagine a world...





Co-funded by the European Union



PROMOTE

PROMOTE PROJECT - CONCEPT

Promoting integrated professional development for prison practitioners in the field of vocational excellence for offender reintegration

An integrated approach to training for professionals working in and for the criminal justice system, with a particular focus on the trainees' experience and on the updating of skills with a direct impact on the reintegration of inmates into society.



Correctional ecosystem is one of the adult education and lifelong learning ecosystems

Practitioners and professionals of this ecosystem perform daily informal, unrecognised and untrained adult educator tasks and roles, and their learners are all part of so-called **“low basic skills”** (learners in need of updating / upgrading life & citizenship competencies)



Co-funded by
the European Union



PROMOTE

PROMOTE PROJECT - OBJECTIVES

1. Assessment of training needs and involvement of stakeholders and to create a self-sustaining regenerative PROMOTE methodology
2. Update the competency matrix of criminal justice professionals and disseminate the PROMOTE methodology
3. Establish Centres of Vocational Excellence (CoVEs) and improve vocational training in the prison system



Co-funded by
the European Union



PROMOTE

PROMOTE PROJECT - OBJECTIVES

4. Provide Comprehensive Training Programs to professionals working in and for the prison justice system
5. Assessing, validating and recognising learning paths
6. Establish effective strategies for dissemination and exploitation of the project
7. Improve the impact and sustainability of the project.

CoVE is an excellent mechanism to fund and develop at European level professional competencies for adult educators

PROMOTE provides a well tested methodology on how to ask your adult educators what is really their reality, based on that help them pinpoint missing competencies, co-produce learning experiences, increase their professional development and get it micro-credentialised at EU level



Co-funded by the European Union



PROMOTE

101144006 - PROMOTE - ERASMUS-EDU-2023-PEX-COVE

PROMOTE PROJECT – Timeline and activities



48 months
2024 - 2028



5
Working
Packages

29
Tasks

47
Outputs



Co-funded by the European Union



PROMOTE

PROMOTE PROJECT - Methodology

WP1 - Project management, coordination, quality assurance and evaluation

WP2

- European Ecosystem of correctional skills for prison and non-prison staff working with offenders supporting their community integration upon release

WP3

- Setting up Centers of vocational excellence in correctional skills with Curriculum and certification concepts, digital instruments and tools

WP4

- Delivering learning pathways and career guidance

WP5 - Dissemination and Exploitation Activities

Why does this matter to EBSN members?



So you don't repeat our mistakes and design even more focused, fewer steps & outputs, even more learner-centric.

More than 50% of this methodology can be applied with no external funding, just at community level



Co-funded by the European Union

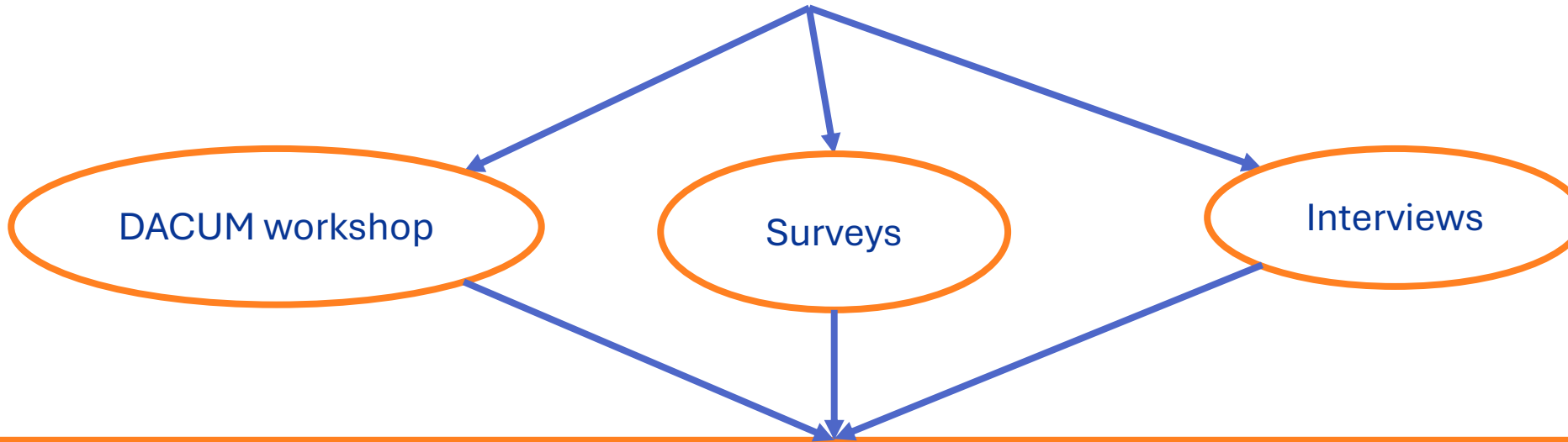


PROMOTE

101144006 - PROMOTE - ERASMUS-EDU-2023-PEX-COVE

PROMOTE PROJECT – STEPS taken

Identify professional profiles -- professionals' perspective of what is their job



Duties, tasks, competencies, attitudes, required knowledge, behaviour, required training, training needs and challenges = **professional profile**

Why does this matter to EBSN members?

...because to this date, in EU we don't have the portrait of the adult educator working with adults in need of support with life & citizenship competencies.....



Co-funded by the European Union

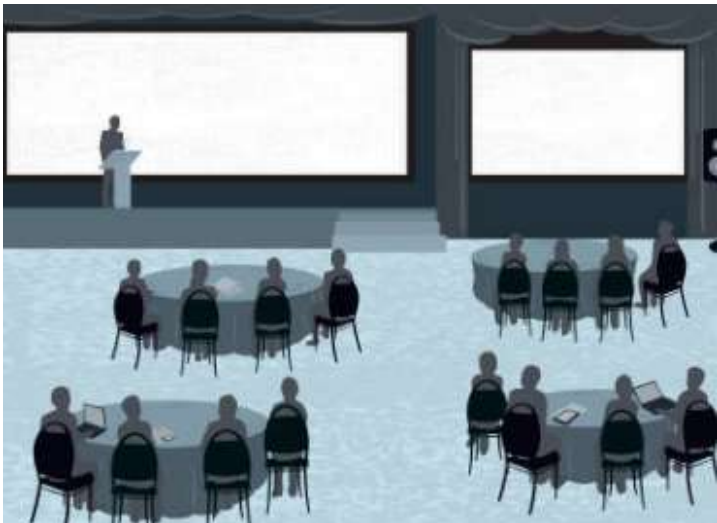


PROMOTE

PROMOTE PROJECT – STEPS taken

A DACUM workshop (Developing A Curriculum)

Current Job	Current duties	Current tasks	Current skills/competencies	Current behaviour	General knowledge	Specific knowledge	Existing training
-------------	----------------	---------------	-----------------------------	-------------------	-------------------	--------------------	-------------------



Challenge 1	
Challenge 2	
Challenge 3	
Challenge 4	



Co-funded by the European Union

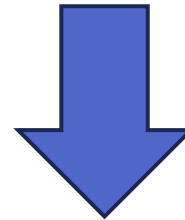
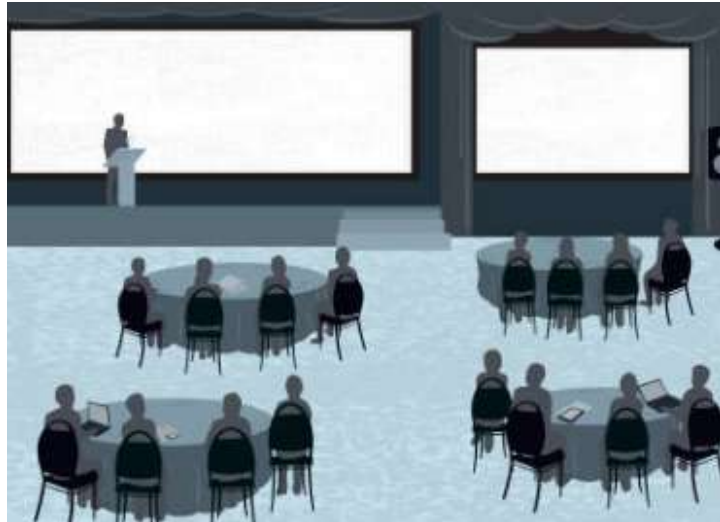


PROMOTE

PROMOTE PROJECT

A DACUM workshop

Future Job	Future Duties	Future tasks	Future Skills/ Competencies	Future Behaviours	General Knowledge	Specific knowledge	Training needed
------------	---------------	--------------	-----------------------------	-------------------	-------------------	--------------------	-----------------



Training needs

Reflection on own professional occupation



Co-funded by the European Union

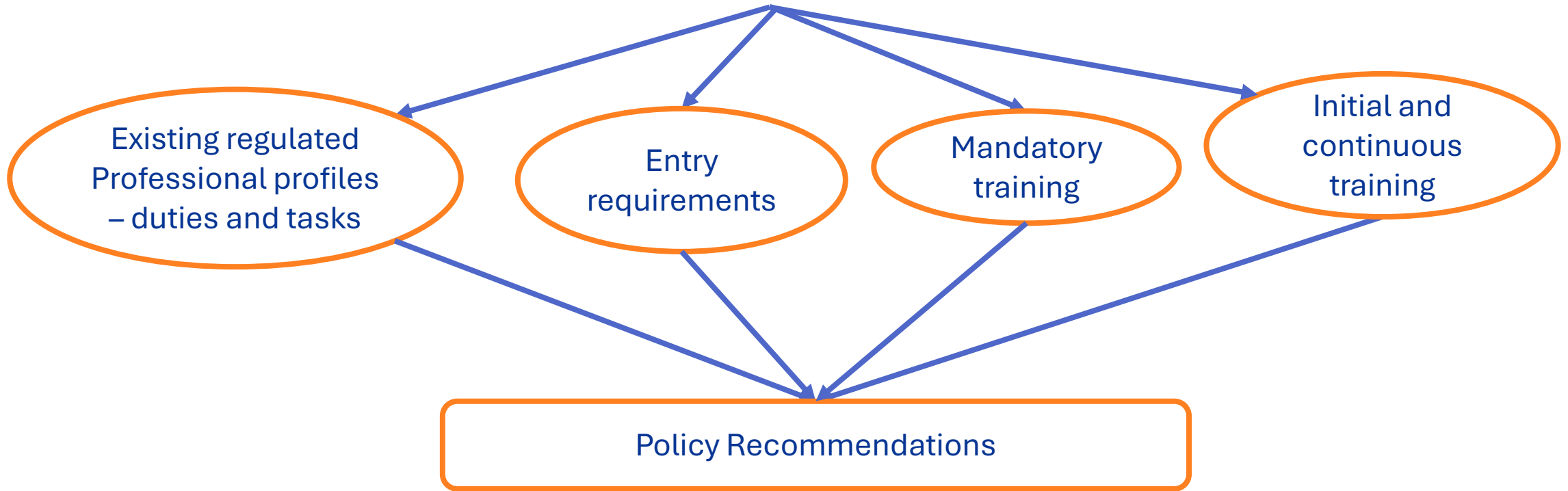


PROMOTE

101144006 - PROMOTE - ERASMUS-EDU-2023-PEX-COVE

PROMOTE PROJECT – STEPS taken

Analyse Policy documents per country





Co-funded by the European Union

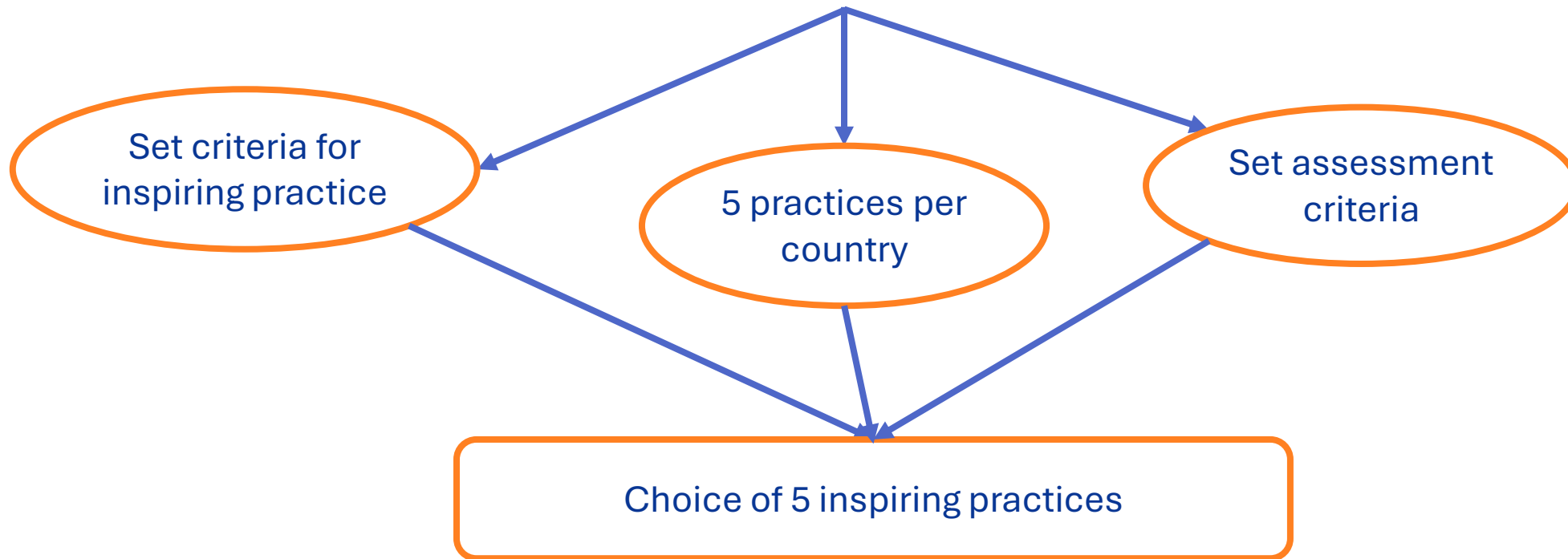


PROMOTE

101144006 - PROMOTE - ERASMUS-EDU-2023-PEX-COVE

PROMOTE PROJECT – STEPS taken

Collect Inspiring Practices involving training





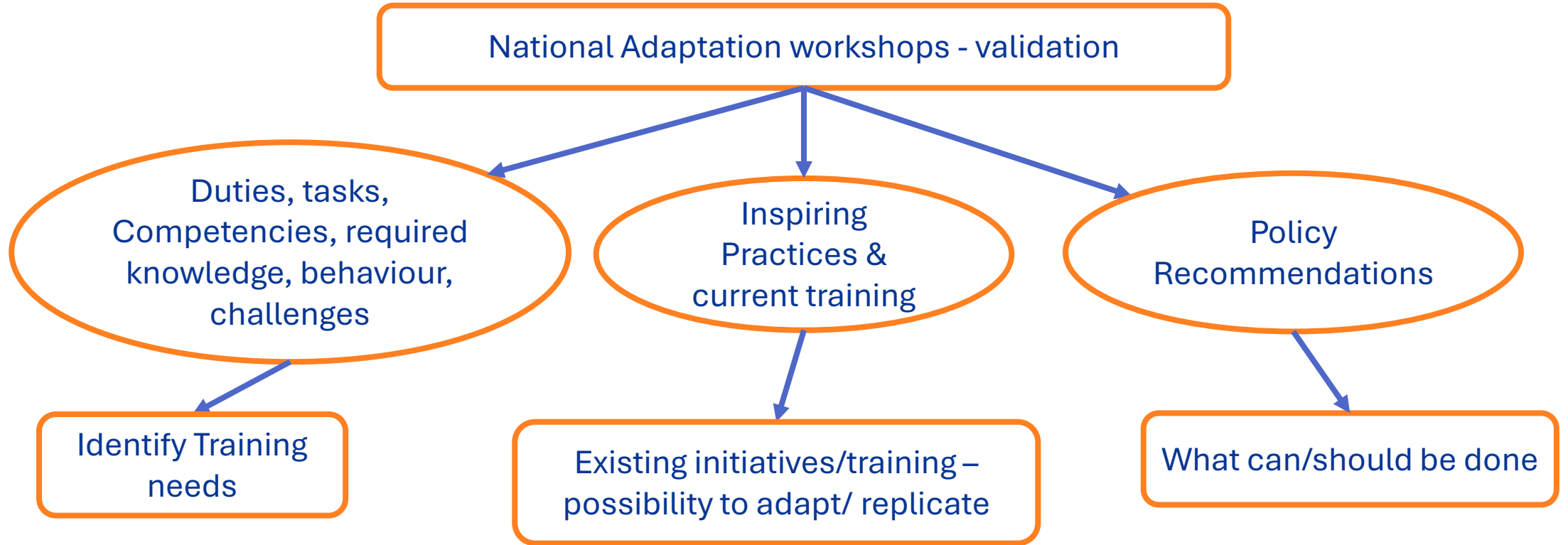
Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – STEPS taken

Put it all together





Co-funded by
the European Union



PROMOTE

PROMOTE PROJECT – DATA COLLECTION

- 8 DACUM WORKSHOPS (Denmark, Germany, Italy, Lithuania, Romania, Spain, Turkiye) – June – July 2024
 - 119 professionals
 - 38 different professional profiles
 - 7 categorised profiles (similar duties, tasks, competencies and knowledge) Identified challenges and training needs



Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – DATA COLLECTION

- 810 SURVEYS (Denmark, Germany, Italy, Lithuania, Romania, Spain, Turkiye)
August – November 2024

Profiles	Nº surveys
Prison officers	458
Social workers	95
Reintegration professionals	83
Psychologists	60
Trainers/Educators/teachers	18
Other profiles	71



Co-funded by
the European Union



PROMOTE

PROMOTE PROJECT – RESULTS

• Survey results – overview

Age and gender

- Professional profiles who are uniformed staff working daily with inmates, generally called Prison officers, are, in a great majority, men.
- The age average, apart from Romania (average age between 28 and 30), is between 30 and 50, with Portugal registering the oldest professionals, and Lithuania, the youngest.
- It is also common that the great majority of these professionals holds secondary education, except in Lithuania, where the majority holds a bachelor degree
- In all other professions, psychologists, probation and rehabilitation experts, teachers and trainers, the majority are women, and all above 30's. These professionals mostly hold degrees or master degrees in social sciences, attend additional training and, in general, are very experienced professionals.



Co-funded by
the European Union



PROMOTE

PROMOTE PROJECT – DATA COLLECTION

- 151 INTERVIEWS (Denmark, Germany, Italy, Lithuania, Romania, Spain, Turkiye) August – November 2024

With professionals working in the following areas, who have complemented the Information of DACUM workshops

- a) Security and surveillance, counselling and monitoring – prison officers, Re-education specialists, Security of Detention Safety Workers, social educators, Prison Regime Workers
- b) Probation/Reintegration/Reinsertion – Social workers, reintegration experts/specialists/technicians, Contact officers, probation officers, Execution and Protection officers
- c) Specific Psychology related duties – Psychologists, Evaluators
- d) Prison education – teachers, trainers.



Co-funded by
the European Union



PROMOTE

PROMOTE PROJECT – RESULTS

- **POLICY REPORT**

- 10 Recommendations based on the analysis of Policy and regulations in Denmark, Germany, Italy, Lithuania, Romania, Spain, Turkiye

- **INSPIRING PRACTICES**

- 40 inspiring practices collected from Denmark, Germany, Italy, Lithuania, Romania, Spain, Turkiye and 5 best selected



Co-funded by
the European Union



PROMOTE

PROMOTE PROJECT – RESULTS

Aggregated results

- 7 validated professional profiles – **Prison officer, Re-education professionals, Rehabilitation /Reintegration /Probation professionals, Psychologists, Social Workers, Trainers/Educators, Teachers**
- Each describing duties, tasks, competencies, attitudes, knowledge, required training
- Identified training needs for each professional profile – nationally and transnationally – many common needs

Why does this matter to EBSN members?

Imagine having this level of detail for professionals and practitioners working in adult education settings, delivering learning experiences for adults in need of updating life & citizenship competencies.

Imagine providing this portrait to policy makers, trade unions, professional associations, further education leaders, CPD providers.



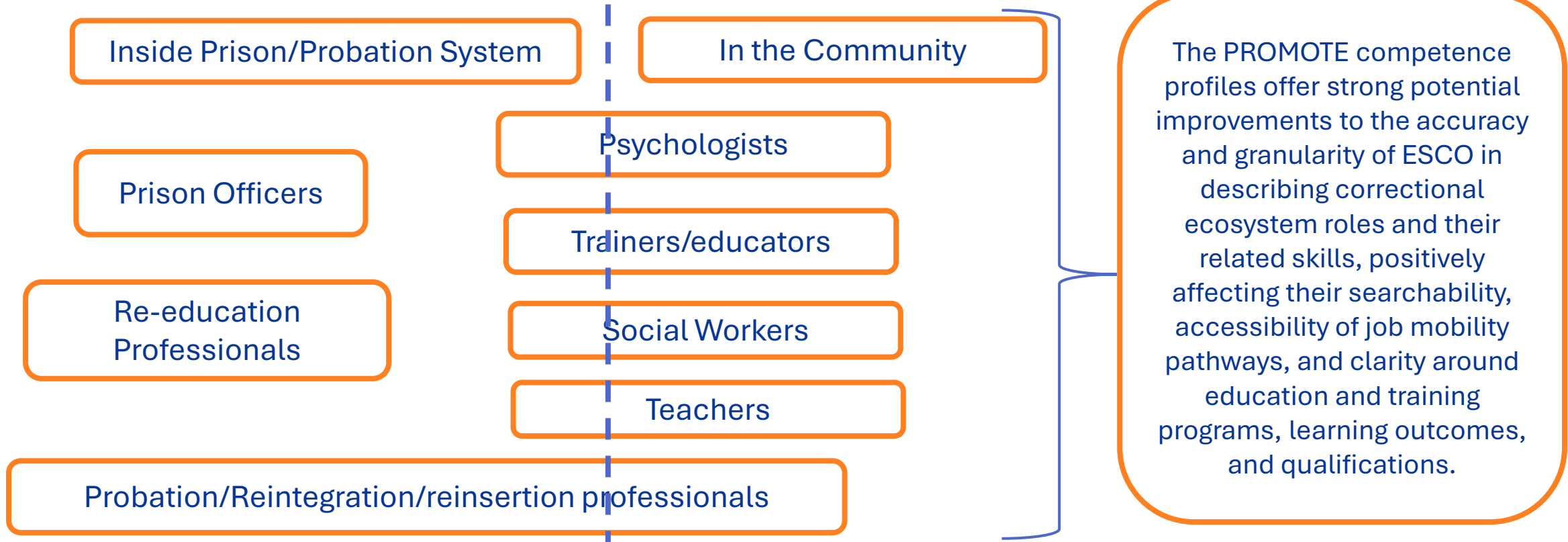
Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – STEPS taken

Establish professional profiles and compare to ESCO definitions



Why does this matter to EBSN members?

Do we know the professional profiles of practitioners and professionals in adult education?
Based on the reality, context and needs of the communities of learners they serve?



Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – STEPS taken

Development of a Skills ecosystem

map for corrections – the 1st of its kind

https://bit.ly/PROMOTE_ecosystem

Identifies prison and probation systems and relevant community Stakeholders working for rehabilitation.



Why does this matter to EBSN members?

Do we know the ecosystem for practitioners and professionals in adult education?



Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – STEPS taken

COVE SETUP

A Centre of Vocational Excellence (CoVE) is conceived in the PROMOTE project as a physical and organisational hub that unites correctional services, educational providers, NGOs, research institutions, and community actors within a shared environment for learning, innovation, and professional development.

The CoVE in Correctional Skills functions as a platform for professional learning, collaboration, and competence recognition, providing opportunities for both formal and non-formal development. Its core purpose is to serve as a bridge between the justice system and the broader European vocational education landscape, enabling correctional staff and practitioners to access high-quality, inclusive, and transferable training pathways.





Co-funded by
the European Union



PROMOTE

PROMOTE PROJECT – STEPS taken

COVE SETUP

Each national CoVE established under PROMOTE has both a physical and a digital dimension:

- The physical CoVE acts as a neutral training and innovation hub located outside prison walls, hosted by community-based organisations, universities, or VET centres, allowing professionals from diverse institutions to learn and collaborate in a non-stigmatising environment.
- The digital CoVE connects these hubs through a shared online platform, enabling transnational cooperation, joint curriculum development, and access to digital learning tools, including simulations and virtual classrooms.



Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – STEPS taken

COVE SETUP

Objectives of the CoVE Structure

To create national and transnational learning ecosystems

To establish formal pathways for competence validation and recognition

To provide accessible, relevant, and high-quality training opportunities for

To promote innovation and digital transformation

To ensure long-term sustainability

To strengthen professional identity and social recognition





Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – STEPS taken

COVE SETUP

Infrastructure and Learning Environment

Flexible training spaces

Simulation and practice areas

Digital learning stations and computer labs

Collaborative spaces

Administrative and support offices,





Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – STEPS taken

COVE SETUP

Management Structure and Key Roles

Quality Assurance and Evaluation Lead

CoVE Coordinator / Manager

Trainers and Sectoral Experts

Curriculum and Evaluation Coordinator

IT and Digital Learning Specialist

Didactic Manager (Pedagogical Lead)

Administrative and Financial Staff

Career Mentor / Volunteer Manager

Communication and Partnership Officer



Co-funded by
the European Union



PROMOTE

PROMOTE PROJECT – STEPS taken

COVE SETUP

Learning Methodology

The learning methodology is experiential, inclusive, and flexible. It combines theory, practice, and reflection using innovative approaches such as:

- Interactive lectures and expert-led workshops presenting real-life European practices;
- Case studies and group discussions to analyse authentic correctional scenarios;
- Role-playing and simulations that allow professionals to apply theory to real challenges;
- Online learning sessions for flexibility and accessibility;
- Peer learning and reflective journals that encourage professional self-assessment and teamwork;
- Transnational exchanges enabling cross-country cooperation and sharing of good practices.



Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – STEPS taken

COVE SETUP

Certification and Recognition

The CoVEs' certification and recognition system ensures that professional competences developed through the curriculum are formally acknowledged and transferable across Europe.

1. Certificate of Participation — awarded to learners who complete at least 80% of training activities and required assignments.
2. Micro-credentials — optional digital certificates for validated competences, issued through a dedicated platform. These micro-credentials can be accumulated progressively, allowing learners to build a personal competence portfolio that supports professional mobility and career advancement..

All certificates and digital badges include detailed metadata on the competence achieved, EQF level, and learning outcomes, ensuring transparency and European comparability.

Through this framework, CoVEs not only provide learning but also create recognised pathways for career progression and professional identity within the correctional field.

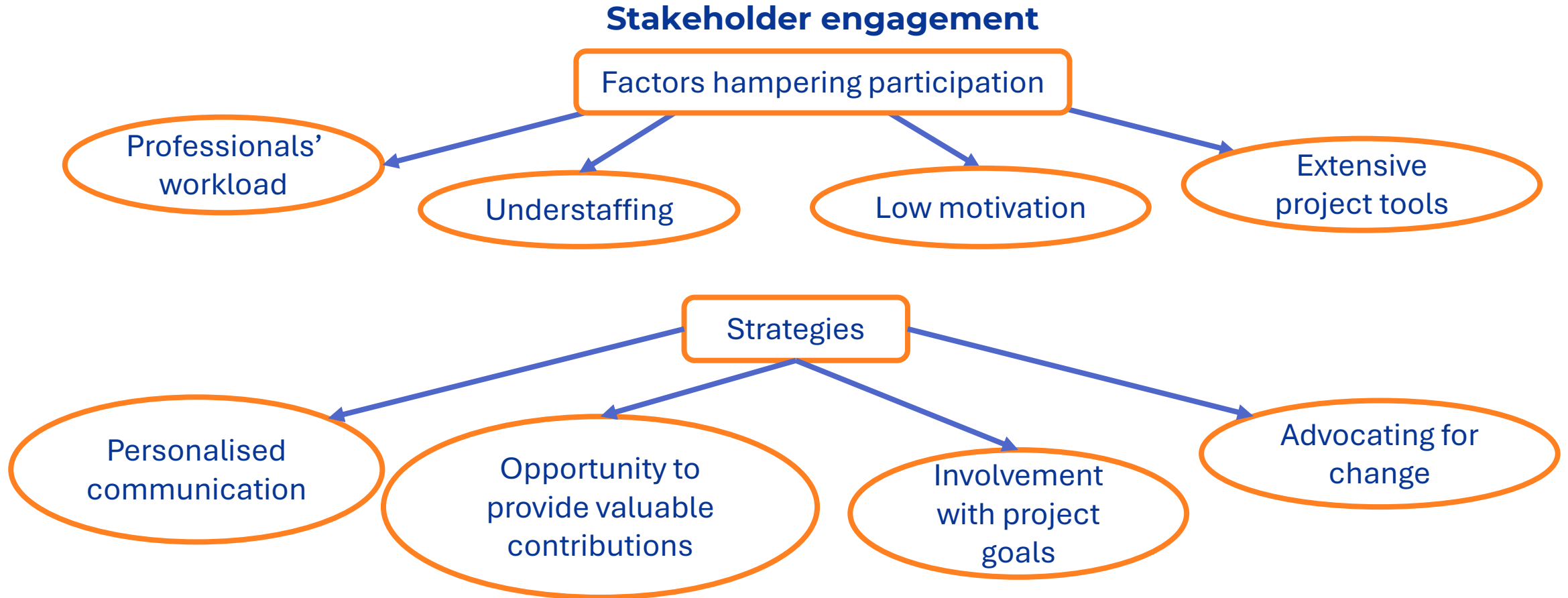


Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – CHALLENGES





Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – NEXT STEPS

Develop the training offer based on the needs analysis





Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – NEXT STEPS

Develop tailored and innovative training for professionals - Deliver learning pathways and career guidance

Mostly low skilled individuals

Same target group – individuals deprived of their liberty and in parole

A complex ecosystem

Similar professional profiles

Same goal – rehabilitation and reintegration into society

CENTRES OF VOCATIONAL EXCELLENCE – CORRECTIONS – Promote and enhance adult education



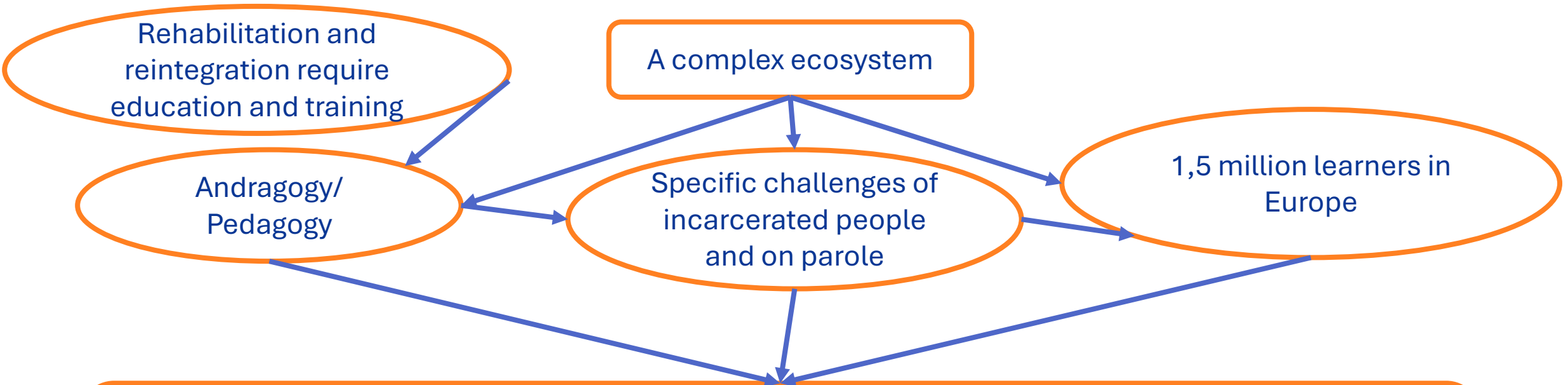
Co-funded by the European Union



PROMOTE

PROMOTE PROJECT – NEXT STEPS

PROMOTE intends to bring Adult Education concepts into the corrections field



- CENTRES OF VOCATIONAL EXCELLENCE – CORRECTIONS – Promote and enhance adult education:**
- Lifelong learning – foster continuous training
 - Provide valid certification with impact on career progression and career guidance
 - Provide accessible training paths – considering the difficulties faced by professionals (e.g. workload)
 - Provide meaningful training – professionals decide on training themes – what they need

Why does this matter to EBSN members?

What do you think would be valuable for you from PROMOTE perspective?



Co-funded by
the European Union



PROMOTE

101144006 - PROMOTE - ERASMUS-EDU-2023-PEX-COVE

Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

Thank you



 [/promoteproject.eu](https://www.facebook.com/promoteproject.eu)

 [/company/promoteproject](https://www.linkedin.com/company/promoteproject)

www.promoteproject.eu

