

VIP

SWOT of practices daily performed with users

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Step 0. Description of the practice

Name, context of intervention, group/individual, cost, financers, place, actors involved, numbers, since when, feedback, duration...

3 Trainings

Context of intervention: group

20 Yungest between 18 to 30 years/ group

October 2012-March 2013

60 h/training

Step 1. Team brainstorming

Method: group discussion with the members of the team, a moderator fills the SWOT table on a paperboard.

S, W: internal, you can directly act on them

O, T: external, linked to the context, more difficult to manipulate

Strengths	Weaknesses
Very well organised curricular programme Date information Accessible language Using a multitude of exemplification Study case Team work Cultivating citizenship	Niche activities The necessity to spend a long time for each session to win the interest of the convicts Achieving the objectives that we have require more time than usual
Opportunities	Threats
Availabillity for learning Willingness to integrate into the labor market Odds of being selected for training Increasing opportunities for labor market integration Desire to learn how to reintegrate into society Interest to engage in various activities to gain new information The need to be noticed by proactive attitude regarding community reintegration	Base cover for understanding and processing information Minimal social skills Minimal financial resources available for trainings Different levels of know-how of the participants. High effort in gaining the confidence of the inmates. Limited time managed to capture the attention of students and to be able to involve them in activities Reactive attitude of the new inmates

Step 2. Identification of consequences, actions to undertake and prioritising

Strengths	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> • Very well organised curricular programme 	<ul style="list-style-type: none"> • High level of understanding the information 	<ul style="list-style-type: none"> • Targeting efforts to realise well structured programme and adapting for each group regarding the necessity. 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Date information 	<ul style="list-style-type: none"> • Maintaining a link with the outside reality and keeping an low difference between the life in the institution and the life in the community. 	<ul style="list-style-type: none"> • Being connected to the information and involving in activities to have new know-how 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Accesible language 	<ul style="list-style-type: none"> • Adapting the language for the level of understanding of the participants at class for achieving the objectives. 	<ul style="list-style-type: none"> • Identifying the level and capacity of the beneficiaries at course and adapting the language to their needs. 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Team work 	<ul style="list-style-type: none"> • Resolving exercises individual and in team supporting in this way the collaboration and communication between them and this method improve the level of tolerance and respectful of team members. 	<ul style="list-style-type: none"> • Combining of teory with practice that has to be resolved individual and in team. 	<ul style="list-style-type: none"> •

<ul style="list-style-type: none"> • Study case 	<ul style="list-style-type: none"> • Exemplifying theory through studies case 	<ul style="list-style-type: none"> • Identifying studies case as a support for the theoretical materials to rise the level of understanding of the participants . 	<ul style="list-style-type: none"> •
Weaknesses	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> • Niche activities 	<ul style="list-style-type: none"> • Reduce experience in labour with the convicts. • Custom implementation of the courses addressed to people from rehabilitation centers/prison. 	<ul style="list-style-type: none"> • Reducing the differences between classes supported for the individuals from the community and the individuals from the prison/ rehabilitation center. 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • The necessity to spend a long time for each session. 	<ul style="list-style-type: none"> • This groups because of the characteristics that they have need a longer time to gain their interest, involment and respect. 	<ul style="list-style-type: none"> • Creation of contexts that influence participants to adopt a positive atitude. 	<ul style="list-style-type: none"> •
Opportunities	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> • Availability for learning 	<ul style="list-style-type: none"> • Involment in the course 	<ul style="list-style-type: none"> • Opportunity to take advantage of the desire for learning and maintaining interes for study throw courses required for their personal and professional development. 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Wilingness for integration in the labor market. 	<ul style="list-style-type: none"> • Influencing the employers regarding the candidats as 	<ul style="list-style-type: none"> • Adapting the courses for the proffesionale needs of 	<ul style="list-style-type: none"> •

	a result of their participation to this course that prove the wish for change , to do things differently and to reintegrate in the society .	the beneficiaries.	
• Desire for learning how to reintegrate in the society	• Making trainings that target the position of the individual in the societaty, role,moral and civic obligation, rights.	• Cultivating citizenship.	•
• Interest to engage in various activities to gain new information.	• Desire to spend time doing new activities ,so time pass in a productive way.	• Posibility to diversify the theme of the courses for keeping their interest.	•
• The need to be noticed by proactive attitude regarding community reintegration.	• Involving in the courses give the students the opportunity to be noticed of attitude changed and behaviour intention.	• Participating at the courses	•
Threats	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
• Base cover for understanding and processing information	• Low level of difficulty of the material used in presentation of the courses.	• Adaptating the courses at the capacity level of the participants.	•
• Reduced social skills	• Lack of experience in making new friends or the take handle the challenges to interact in different environment.	• Putting the participants in new situation to make them to pass their comfort zone.	•

<ul style="list-style-type: none"> Limited financial resource to support this type of trainings. 	<ul style="list-style-type: none"> Reduced number of courses and trainings offered to this type of participants 	<ul style="list-style-type: none"> Identifying opportunities that support financial this actions. 	<ul style="list-style-type: none">
<ul style="list-style-type: none"> Different level of know-how of the participants. 	<ul style="list-style-type: none"> Formations of heterogenous groups regarding each one level of capacity. 	<ul style="list-style-type: none"> Identification and adaptation of the courses to the intermediate level of the convicts. 	<ul style="list-style-type: none">
<ul style="list-style-type: none"> Limited time managed to capture the attention of students and to be able to involve them in the activities. 	<ul style="list-style-type: none"> Trainings that develop on short period of time and is not enough time to gain their interest and trust. 	<ul style="list-style-type: none"> Creation of contexts and making the convicts to have trust in the trainer and in the courses. 	<ul style="list-style-type: none">
<ul style="list-style-type: none"> Reactive attitudes if the convicts to courses 	<ul style="list-style-type: none"> Resistance prisoners to engage in learning courses due to gaps in the learning process until that The opinion regarding school of the prisoners. They don't find the purpose to go to courses and learn 	<ul style="list-style-type: none"> Captation of the attention of the participants and change the reactive attitude into an proactive attitude. 	<ul style="list-style-type: none">

(Adapted from QAS methodology – <http://qas.programkontoret.se>)

Step 3. Assessment of Strengths and Weaknesses against Opportunities and Threats

	Strengths	Weaknesses
Opportunities	<p><i>Data information and well structured curricular programme come to support the desire of convicts and disponibility for education and to reintegrate in the societaty after the period of the detention.</i></p>	<p><i>It is necesar to give time to this trainings, because it is important to gain trust and interest of prisoners. The trainers holding this courses, increase their level of experience very necessary in the process of working with the convicts.</i></p>
Threats	<p><i>You may have the interest of the participation also by doing courses for cultivating their citizenship. They may observe the desire of the trainers to help him in the process if reintegration in the societaty and to his personal development</i></p>	<p><i>The low level of education give the possibility to have a high numbers of trainings. Going to this trainings, the individuals have the opportunity to socialize and to involve in different kind of activities.</i></p>

(Adapted from QAS methodology – <http://qas.programkontoret.se>)

Step 4. Main operational conclusion

Three items that works well and that you would like to transfer

1.	Possibility of the detained to choose what courses want to go.
2.	Having a diploma recognised in the public system same like the other who studied in a public institution.
3.	Suport in finding a job.
4.	The prisoners who work during the detention, to have the possibility to keep their money into an account and to have acces to them after they return in the society.

Three points that you commit to improve in the 2-year VIP project

1.	To implement the new information in the current activity.
2.	Studying in detaile of the information given by the partners and to adapt the positive aspects in our system
3.	Giving all the necessary information regarding our judiciar system of the prisoners from Romania to the parteners that need.
4.	Actions that makes the success approaches of the partners being known.