

Selection and Training of Rehabilitation and Probation Staff in France

Séverine Dubaïssi,

Rehabilitation and probation officer - Trainer

Décembre 2013



École nationale
d'administration
pénitentiaire



Rehabilitation and Probation Officers' Status

- Civil Servants
- Belong to the Correctional Administration
- Belong to the Ministry of Justice



Selection

- An open competition exam
 - 2 years' studies after the baccalaureate
- Or
- 4 years of work experience in the administration



Selection

- No link between the Central Administration and the ENAP (National Correctional Administration Academy)
- The jury determines its own criteria



Trainees' Profile

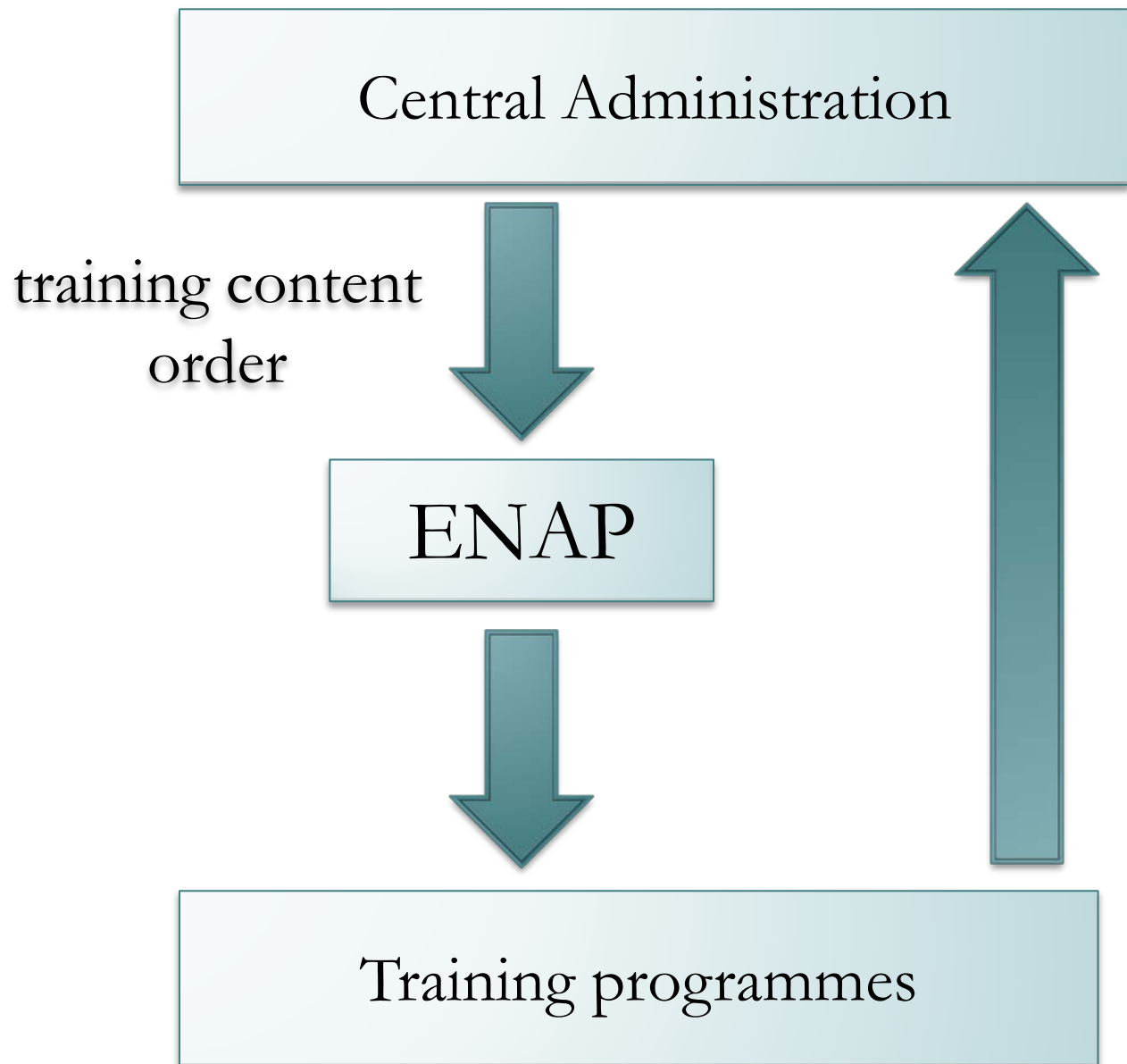
- Women
- 30 years old
- A Masters in Law and Political Sciences

Training

- 1 national academy in Agen
- A 2-year-curriculum :
 - A combination of internships and training in the 1st year
 - Assignment as a trainee to a specific Rehabilitation and Probation Service in the 2nd year



Training





Findings Review

- Overqualified students
- A majority of law students
- A few “casting errors”



Issues to be addressed

- Rethink the content of the open competition exam selecting the students
- The ENAP should be involved in the selection

Outlook

- Massive recruitment over the next 3 years
- An evolving profession
- Match the training content to the evolution of the sector



Thank you for your attention

