Selection and Training of Rehabilitation and Probation Staff in France

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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

Central Administration

training content

order

ENAP

Training programmes
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