

Regional meeting on the structural and strategic development of penitentiary staff

Towards a Safe, Stimulating and Rehabilitative Prison Environment for Children and Juveniles in Conflict with the Law in Albania, Kosovo and Macedonia

Tuesday 13 April, 09:00-13:30 CEST

Introduction

This event on the structural and strategic development of penitentiary staff working with juveniles is organized by the Netherlands Helsinki Committee (NHC) as part of the project 'Towards a Safe, Stimulating and Rehabilitative Prison Environment for Children and Juveniles in Conflict with the Law in Albania, Kosovo and Macedonia', funded by the Dutch Ministry of Foreign Affairs. During the last years, the NHC has been cooperating successfully with the Albanian General Directorate of Prisons, the Kosovo Correctional Service and the Directorate for Execution of Sanctions in North Macedonia to implement effective working methods in the juvenile correctional and educational centres Kavaja, Lipjan and Tetovo. Part of this cooperation have been efforts to further develop training curricula for penitentiary staff working with juveniles. The aim of this regional meeting is to stimulate mutual exchange on key questions of sustainable learning and staff development by approaching these questions from different perspectives and levels of cooperation. We have invited highly knowledgeable speakers from Croatia, Kosovo and the Netherlands to share their experiences and we encourage participants to do the same in each of the discussion rounds.

NHC Executive Director Pepijn Gerrits and Peter van der Bloemen from the Netherlands Embassy in Pristina will be opening the event by reflecting on our international and regional cooperation over the last years and the role of this regional event within this broader partnership.

During the first session, Peer van der Helm from the University of Applied Sciences Leiden (UASL) will share his vision on the necessity of exchange and collaboration between the academic field and practitioners. What is the added value of this collaboration and how can it be organized effectively? In essence, how do we ensure that new insights from academia and evidence-based approaches find their way to juvenile institutions and its day-to-day operations?

During the second session, we will learn from the experiences of two educational institutes from the region: the Kosovo Academy for Public Safety (KAPS) and the Training Centre for the Prison Staff in Croatia. Both have been able to develop their juvenile curriculum by cooperating closely with international partners and, perhaps most importantly, the treatment and security staff working in the juvenile institutions.

The third and final session will center around questions of tailored and sustainable learning. Representatives from the Educational Institute in the Netherlands will touch upon crucial didactical considerations and continuous training while Patricia Meijer will share her view on the role of methodology coaches in ensuring the transfer of skills and knowledge to the workplace.

The regional meeting will be moderated by our highly experienced Senior Expert Annette van den Bosch, who will guide participants through the event and help foster mutual exchange.

More information about the speakers can be found on page 3 of this program booklet.

Programme

- 09:00 Welcome
Time to log into the meeting and test the language interpretation function.
- 09:15 Plenary opening
Moderator: Annette van den Bosch
Speakers:
- *Pepijn Gerrits, Netherlands Helsinki Committee*
 - *Peter van der Bloemen, Netherlands Embassy in Pristina*
- 09:30 Introduction of participants
Introducing representatives from the Ministries of Justice in Albania, Kosovo and North Macedonia.
- 09:45 Strategic and evidence-based development of correctional staff competences
Moderator: Annette van den Bosch
Speaker:
- *Peer van der Helm, University of Applied Sciences Leiden*
- 10:35 Break
- 10:45 International and interagency cooperation in developing training curricula
Moderator: Annette van den Bosch
Speakers:
- *Avni Istrefi, Kosovo Academy for Public Safety*
 - *Smiljka Baranček & Iva Prskalo, Training Centre for the Prison Staff, Croatia*
- 12:00 Break
- 12:10 Continuous training & sustainable transfer of methodologies, knowledge and skills to the work place
Moderator: Annette van den Bosch
Speakers:
- *Christa Schrier & Rik Koot, Educational Institute, Dutch Custodial Institutions Agency*
 - *Patricia Meijer, Dutch Custodial Institutions Agency*
- 13:25 Closing words
Speaker: Annette van den Bosch
Plenary closing words (5 min.)

Speakers (in order of appearance in the programme)

Annette van den Bosch is an experienced manager and trainer in educational organization and reform. She has worked as President of the national taskforce in “Education in Juvenile Institutions” for the Dutch Ministry of Education and as Managing Director at the juvenile prison “Het Poortje” where she focused on Education and Vocational Training/Labour. She also has many years of experience as a teacher, trainer, and coordinator at various educational institutions in the Netherlands. Most recently, Annette has been and is currently involved as a Senior Expert for the NHC in projects relating to prison system reform focused on juvenile rehabilitation and reintegration in Albania, Kosovo and Macedonia.



Pepijn Gerrits, Executive Director at the NHC, has an extensive international background in democratic governance, democracy assistance and development assistance around the globe. He has worked for international NGOs, international organisations and in consultancy and advisory roles. Before joining the NHC, Pepijn was the Director of Programmes at the Netherlands Institute for Multiparty Democracy (NIMD) between 2011 and 2015, overseeing NIMD’s programmatic development and implementation worldwide. Prior to that he held different other functions at NIMD, including Regional Director for Europe, Asia & Latin America. From 2003 till 2005 he was responsible for the Democratic Governance Unit of the UNDP Country Office in the Dominican Republic.



Peter van der Bloemen is the Deputy Head of Mission at the Netherlands Embassy in Pristina. He has been working within the Ministry of Foreign Affairs of the Netherlands since 2006, working as a (Senior) Policy Officer in The Hague, Budapest, and Ankara. His thematic expertise includes asylum and migration and he has an academic background in Political Science at the Radboud University Nijmegen.



Peer van der Helm is a professor of residential youth care at the Leiden University of Applied Sciences and professor of education and care at the University of Amsterdam. He has extensive knowledge and experience within the juvenile justice system in the Netherlands and has been leading the social climate measurements in the juvenile institutions in Albania and Kosovo, in cooperation with the NHC. Peer has a background in Psychology.



Avni Istrefi has been working at the Kosovo Academy for Public Safety (KAPS), since October 2000. During this period of time, he has worked as Chief of Training Material Section (2009); Manager of Personnel (2010); and, currently, as Head of External Relations Division. From 2012 to 2019, in support on implementation of KAPS Law and increasing the educational capacities and capabilities in the field of Public Safety and Security, KAPS was supported by the EU funds through two IPA Twinning Projects (IPA-1: 2012-2014; and IPA-2: 2016-2019) implemented by Finland and Estonia. In both IPA projects, he was Resident Twinning Adviser from Beneficiary Country.



Smiljka Barancek and Iva Prskalo are both working at the Training Centre for the Prison Staff in Croatia. Smiljka Barancek has been the Director of the Training Center since 2017 and has an extensive background as a psychologist within and outside the Croatian prison system. Iva Prskalo is currently the Head of the Department for International Cooperation for Prison Staff Training and, through her previous experience within correctional institutions, has great expertise on the rights and needs of children.



Christa Schrier and Rik Koot are both employed by the Dutch custodial training institute. This institute is the specialized training and knowledge institute in the area of detention in the Netherlands. With educational programmes this institute contributes to the expertise of employees and chain partners. Christa works as an educational advisor. Her field of expertise includes vocational education, learning innovations and blended learning. Rik works as a senior teacher. His field of expertise includes forensic psychiatry, vocational education, drama therapy and psychodrama.



Patricia Meijer has been guiding teams and assisting individual professionals in collaborative processes and organizational developments for the last 12,5 years in Juvenile Justice Facility Teylingereind in the Netherlands. Since 2013, she has also been working with the NHC and the Custodial Institutions Agency in the Netherlands on implementing the EQUIP and TOPs! program in Kosovo and Albania. This year, she will also start implementing the TOPs! program in North Macedonia. She states: "My strength is to be attentive to the professional(s) and the process. Working from an inquisitive attitude and using the power of the professionals to move forward."



Practical & technical instructions

The meeting will take place via Zoom and can be accessed through the following link:

<https://us02web.zoom.us/j/84010277716?pwd=TUVyYXBZZ1g1V0g3aXl2QUlYSWNJQT09>

Meeting ID: 840 1027 7716 / Passcode: 791302

Participants are kindly requested to read the following instructions carefully:

- Kindly, log in at 09:00 to ensure a timely and good connection. This also gives you the time to make sure that language interpretation has been set up correctly.
- If possible, please ensure a stable internet connection. Turning off any unnecessary applications will improve the quality of your connection;
- Camera's may be switched on or off according to preference and internet connection quality;
- Microphones should be muted unless you're speaking to avoid background noise;
- We strongly invite you to join the discussion after each presentation and share any relevant experiences;
- If you would like to ask a question or join the discussion, please use the 'raise your hand' function. The moderator will then give you the word;
- You are also invited to make use of the chat function for any comments or questions you might have or to contact individual participants directly.

Language interpretation

Presentations will be given in English but Albanian, Croatian and Macedonian interpreters will be available for your convenience. Please follow the instructions below when using the interpretation function:

1. Please log in at 09:00 so the host and interpreters are able to help you set up the language interpretation function.
2. Click '**Interpretation**' in the meeting options and select the preferred language channel (Albanian, Croatian, English or Macedonian).
3. You will now hear the interpretation of the language of your choice and the interpreter will be able to hear you speak in the respective language as well.
4. Optionally, you may use the '**Mute Original Audio**' feature. If you enable this feature, you will no longer hear the audio from different language channels but only the language you selected. If you don't have this feature enabled, you will hear audio from different language channels in a lower volume.