



LEARNING FROM CHANGES

PRESENTATION CONFERENCE VILA REAL, APRIL 9 2022



I HAVE TO CHANGE
TO STAY THE SAME

I HAVE TO CHANGE TO REMAIN
THE SAME

CHANGES



OUR ORGANIZATION



LEARNING BY DOING



YESTERDAY



TEN YEARS AGO



INESQUECÍVEL EMILIA - PELE, PORTO



SEVEN DEADLY SINS

WE REMEMBER, ...

10% OF WHAT WE READ

20% OF WHAT WE HEAR

30% OF WHAT WE SEE

50% OF WHAT WE SEE AND HEAR

80% OF WHAT WE PERSONALLY EXPERIENCE

95% OF WHAT WE TEACH



SO WHAT WOULD BE THE BEST WAY OF LEARNING?

GET A JOB, KEEP THE JOB

SKILLS

Formal Education: Mathematics, languages, safety at the workflow, religion

TIME MANAGEMENT, REFLECTIVE
THINKING, CREATIVE THINKING,
COLLABORATION, KEEPING
APPOINTMENTS, BEING RELIABLE,
CONFLICT SOLVING, ACTIVE
LISTENING, ETC

SOFT SKILLS, EMPLOYABILITY SKILLS, LIFE SKILLS, 21ST
CENTURY SKILLS

ROB IN DA HOOD



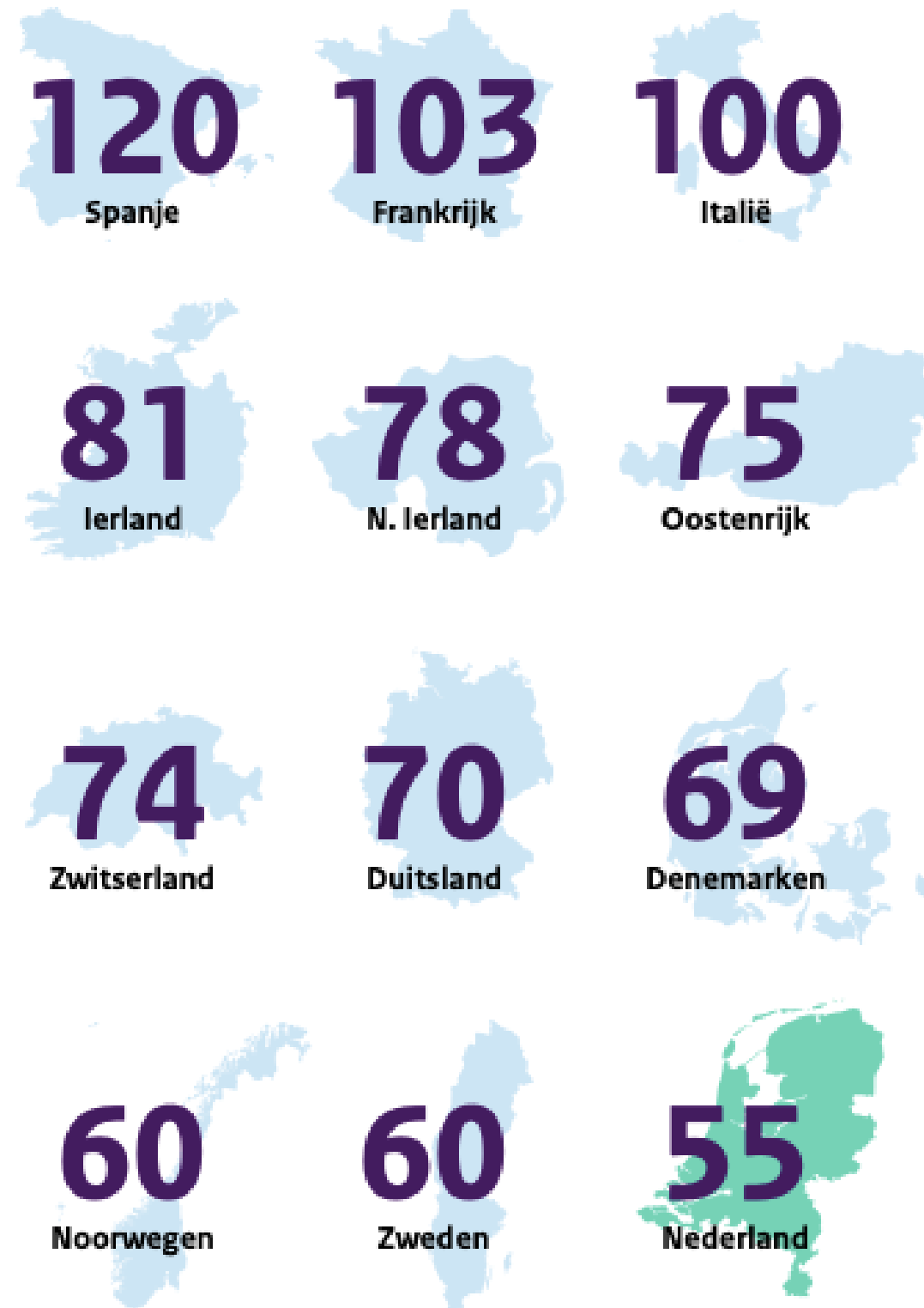
SKILL CERTIFICATION

FORMAL OR
INFORMAL?

SCHOOJAAR 1956/1957			
Gedrag	8		
Vlijt	8-		
VAKKEN	A	B	
Godsdienstkennis . . .	8½		
Nederlands: Lezen . .	8	7	
Spreken .		6	
Stellen . .		7½	
Spellen . .	8		
Rekenen : Hoofdrekenen	8		
Cijferen .	8½		
Denksommen		7	
Aardrijkskunde	7		
Geschiedenis	5½		
Natuurkennis			
	C		
Schrijven	7		
Zingen	8		
Tekenen	6		
Gymnastiek	7		
Handenarbeid			
Frans (vrij vak) . . .	8		
Resultaat van het schooljaar:	Onderwijzer:  Handtekening der		
A = geheugenvak en parate kennis B = denkvak			

Detentieratio 2019

t.o.v. andere landen in Europa per 100.000 inwoners



Totale instroom

2016-2020

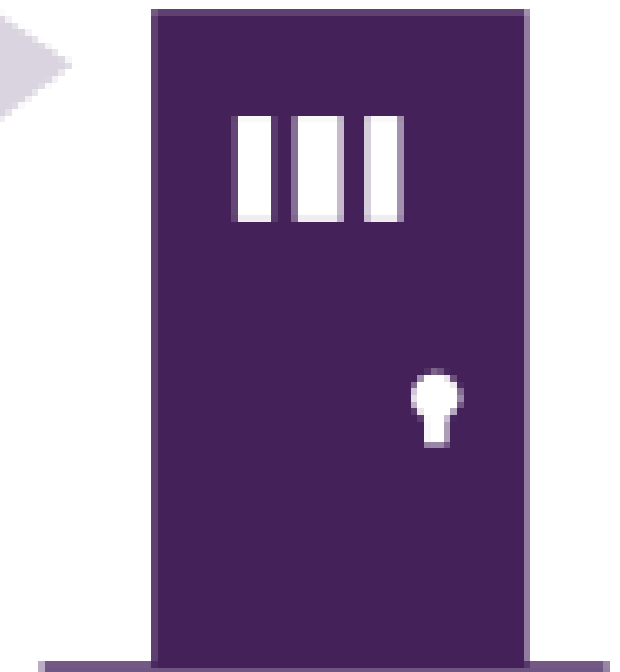
2016 - 33.056

2017 - 31.625

2018 - 30.854

2019 - 31.456

2020 - 21.735



DUTCH PRISON SERVICE SOME FIGURES



Dienst Justitiële Inrichtingen
Ministerie van Justitie en Veiligheid

Focus op de vijf basisvoorwaarden



DUTCH PRISON SERVICE FOCUS



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