



CORRECTIONS CAREERS

PROJECT “European Career Counselling Guidelines for Staff
Working in Criminal Correctional Justice System”

REPORT

Workshop on “**Ceza İnfaz Kurumları ve Denetimli Serbestlik Personeli Kariyer Gelişimi
Stratejileri Çalıştayı**”

(“Career development strategies for prison and probation staff
involved in the correction system”)

General Director of Prison and Detention

Houses

Ceza ve Tevkifevleri Genel Müdürlüğü

28.01.2021



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS

CAREERS

CONTENT

1. Preparation activities
2. Workshop brief description
3. Main discussions
4. Conclusions an proposals
5. Workshop evaluation
6. Communication
7. Pictures
8. Annexes





CORRECTIONS CAREERS

1. Preparation activities

During the preparation phase of the workshop, an internal meeting was held by project team of our DGPDH with relevant unit that is the Head of Staff Department. The list of potential participants was prepared and determined the contents of the planned workshop were evaluated with the relevant representative in the internal meeting.

For organizing the workshop, the hosting organization team prepare and sent the invitations with a short description of the project, agenda and topic list for the work group activity to the participants, like a guide for workshop's discussions. Also, Power Point presentation was prepared to be presented to the workshop by the project team.

The workshop was planned in online format, the time was more limited and communication “different” then in case of face-to-face meeting. The questions determined for the discussion session planned in the workshop were sent to the participants in advance because it was considered that it would be good for the participants to research these issues before due to time restriction.(Also the method we use because it is applied in the Romanian report)

Also, regarding the preparation activities, the project leaflet and notebooks containing project logo and Erasmus logo were sent to the participant with official letter.

2. Workshop brief description

General Directorate of the Prison and Detention Houses organized the first “stakeholder’s check-point” with national stakeholders, the Workshop on “Career development strategies for prison and probation staff involved in the correction system” in 28.01.2021 at between 1.00-3.30 pm.

Taking into consideration the pandemic COVID 19 context the workshop was organized in online format using ZOOM platform:

- <https://us02web.zoom.us/j/84153425245?pwd=c1BVb1pOaGVtWUVqVC9pbEFyazgyQT09>
- Meeting ID: 841 5342 5245
- Passcode: 212487





CORRECTIONS CAREERS

The hosting organization was supported in organizing the workshop by relevant unit that is department of the staff in DGPDH.

The main objective of the workshop was to evaluation of strategies that support the career development of criminal correctional staff.

The workshop was focused on seven broad areas:

- The current policy and strategy area being considered for career guidance in CCJ.
- Evaluation of positive and negative implementation about correction staff,
- Needs and prioritised,
- What the participant would do if (s) he had absolute authority The workshop was attended by 24 representatives of¹:

➤ **From, DGPDH**

- Head of Foreign Relations Department,
 - Head of Staff Department,
 - Head of Probation Department.
- Ankara Staff Training Center,
➤ İstanbul Staff Training Center,
➤ The University of Trakya,
➤ CİPDER (The Association of Prison staff's help and solidarity),
➤ Ankara Probation Center,
➤ Erciş Probation Center,
➤ Buca Closed Prison
➤ Menemen T Type Closed Prison,
➤ Sincan No4 L Type Closed Prison,
➤ Ankara No2 L Type Closed Prison,
➤ Midyat M Type Closed Prison,
➤ İstanbul Silivri L Type Closed Prison,
➤ Burhaniye T Type Closed Prison,
➤ Kars Open Type Prison,
➤ Manisa Open Type Prison.

¹ You can find the participant list at the attachment of report.





CORRECTIONS CAREERS

3. Main Discussions

The welcome speech of the workshop was delivered by Süleyman Kaçmaz from DGPDH. After this moment all participants has opportunity to present themselves.

Ms. Ezgi Çetintürk who is representative from DGPDH and project team presented a Power Point document about the Project “European Career Counselling Guidelines for Staff Working in Criminal Correctional Justice System”. She delivered information about partnership, project objectives and activities.

The next presentation was about work package number 2- „Policy Context Analysis in CCJ” presented also by Ezgi Çetintürk. She explained the work package strategy and the context of the workshop as first “stakeholder’s check-point”. Ms. Ezgi underline the goal of this workshop is to obtain some information about: why career guidelines should be established, how career guidelines should be established, and what the future is in the correctional field.

Mr. Erhan Güven who is representative from GDPDH (Human resources department) and project team, show presentation about “Career of prison police and probation staff” according with Turkish legislation and also give some information about local implementation and project. In his presentation, he mentioned about the "Project of Strengthening Personnel Selection and Promotion System", which is another project carried out under the DGPDH with local resources. The project that is included information about also career of prison and probation staff.

As introduction on discussion step of the meeting, Ms. Ezgi Çetintürk, presented the results of the "preliminary questionnaire” addressed to prison staff and probation staff to which was applied in September, emphasizing the answers that had a greater impact, on those areas that reveal the need for intervention in the guidance process in career.

The next stage of the event was the work group activity for the discussion about the Workshop’s areas. Mr. Süleyman Kaçmaz moderated discussion using a list of questions, received by participants before the workshop. The participants were divided into 5 groups, and a discussion session was held in small groups according to the topics. At the end of the work group session, all small groups shared their evaluations results with the large group.

In conclusion, Mr. Süleyman Kaçmaz thanked for the participation and involvement in the project and invited them to answer the online evaluation questionnaire of the workshop.





CORRECTIONS CAREERS

4. Conclusions and proposals

The topics and evaluations in the discussion session held during the workshop on January 28, 2021 are as follows:

Topics	Outcomes of the discussion (evaluations and suggestions)
Group 1: How do you evaluate the current staff career opportunities and policies? Share your all positive and negative opinions about this issue. (e.g. personnel recruitment, promotion and title change.)	<ul style="list-style-type: none">✓ All criminal correctional staff (the staff who are working both in prison and probation services) can benefit equally from recruitment processes, promotion and title changes. There are legislation and circulars regarding these opportunities and practices, and these are monitoring and managed by DGPDH.✓ Current legislation and implementations offer opportunities for staff career development, but there are limitations. These opportunities need to be developed.✓ For career development opportunities within the institution; it will be useful to develop criteria according to the titles (security staff, managerial staff, rehabilitation staff...etc). In this way, sustainability will be provided for the career development of the staff.✓ In this group, it was stated that attention should be paid in the recruitment process of enforcement staff. It'll be healthy to establish a system with innovative approaches to these processes and to recruit qualified and appropriate personnel according to their skills.✓ When the career development opportunities in the institution are evaluated; in the current Turkish correctional system, both the prison or probation staff who are working in the system can be recruited for managerial position, and applications from outside of the system are also accepted to this positions. That means; the person who are not working in the prison, can be employed in the managerial position by examination. This situation causes the motivation of the existing staff to be lost. For this reason, a more equitable approach should be developed in these purchases.✓ It was stated that new regulations are needed for current career opportunities, for example; the promotion process. It was also recommended that it would be good to offer new opportunities in this regard.





CORRECTIONS CAREERS

	<ul style="list-style-type: none"> ✓ It was suggested that the career development plans of the criminal correctional staff who are working in prisons and probation services should be made by authorized. Especially for the security staff. ✓ In order to support the criminal correctional staff's personnel development, it is necessary to be guiding in their search. This will also ensure that a good guidance method is established.
<p>Group 2: What is the perspective of your family and friends about your job? What kind of innovations will make positive effects or increase the positive effects on this subject, discuss your evaluations. (What is your and your colleagues think/say/do about career advice and guidance?)</p>	<ul style="list-style-type: none"> ✓ It can be said that the view towards individuals working in the penal system is twofold. People who know prison and people who don't. People who do not know the prison structure are more affected by the negative news reflected in the media and the negative examples reflected in the TV series. ✓ From the outside, working in prison seems interesting, corrosive and mysterious. Staff working in prison appear to be individuals who are doing a useful job for the community, who may experience depersonalization due to their work. It looks like they're experiencing some sort of conviction. ✓ Employees receive judgmental criticism (For instances, <i>"How can you help a criminal? Don't you get angry?"</i>) On the other hand, there are negative criticisms to psychologists / social workers / teachers working in the general directorate, such as not doing your own profession. ✓ One thing that needs to be changed is that the prison and its staff only appear on the news that have negative aspects. Thus, people who do not know the prison structure learn through these news. Whereas prison staff may have higher skills than people doing a different job. These skills need to be reflected in society. This negative perception must be eliminated. ✓ Negative perception in the society should be eliminated by presenting public service announcements, prison success stories, success of the staff.
Group 3: Are there	<ul style="list-style-type: none"> ✓ Although there are some opportunities for staff in





CORRECTIONS CAREERS

sufficient opportunities to fulfill your duty in your institution? According your experience of the positive or negative that you have had in the past, share your opinions and suggestions.

prisons and probation services to fulfill their duties, it is not sufficient. These opportunities need to be increased.

✓ Especially in prisons which are closed institutions, the missing physical needs will enable the staff to perform their duties better. For example; there are some prisons where interview rooms are not sufficient for psychosocial services. Identifying and eliminating these deficiencies will both increase the efficiency of the rehabilitations of prisoners, and also increase the motivation of the staff.

✓ It is important to study the job description of the staff working in the prison and probation. Criminal correctional staff have jobs but there may be uncertainties about job descriptions in sometimes. For this reason , difficulties are encountered in the staff performing their duties. It would be good to make a detailed study on the job description of the prison and probation staff.

✓ It is thought that the need for human resources should be satisfied. Especially in some prisons and probation centers, the number of staff is quite low. This situation creates difficulties in carrying out the duties. The institutions that need staff should be recruited by authorized. In addition, important work should be done to recruit qualified personnel. Prisons and probation centers are difficult places in terms of working environment, so it should not be forgotten that the knowledge and skills of the staff who can work here also important issue.

✓ A participant from prison (a governor) in the group stated that he contributed to career development with his own efforts and family support in order to fulfill his duty. He emphasized the importance of the support of managerial level as well as his own effort in order to fulfill his duty better.

✓ It was suggested that regulations should also be made regarding working conditions in the DGPDH. It has been stated that the staff working in the General Directorate not working on a permanent basis and working on temporary duty position. This may cause a loss of motivation to fulfill their duties. In addition, job descriptions of the DGPDH staff need to be made.





CORRECTIONS CAREERS

Group 4: If you were given full authority, what kind of opportunities would you create to support the career development of staff working in prison and probation institutions?

✓ First of all, in this group, the issue of career development was tried to be divided into two. One of them is devoted to a development focused on the personal development of the individual, and the other as corporate career development. At this point, it was stated that emotional, intellectual and technical development of individuals should be supported. Employees should be provided with opportunities to improve their skills. Providing these opportunities is thought to help the staff develop a sense of corporate belonging to institution.

✓ Regarding studies supporting personal development; regulations can be made on salary of the staff, some activities can be organized in the form of organizing activities inside or outside the prison or probation or directing them to existing some activities such as; theater, cinema, hobby courses, foreign language school etc. Again, in order to get away from the stress created by work environment, activity groups can be formed in institutions (prisons and probations) and these groups can organize weekend activities, such as trekking with their colleagues and managers.

✓ If the group were authorized, to increase the opportunities of the staff to be promoted. They expressed that they think the existing opportunities should be increased. In addition, criteria should be determined and special conditions should be imposed for the staff to work in some units. For example; the staff who will work in the staff training center should be selected with an academic career from the staff, the staff working in DGPDH should have at least a master's degree and have a language knowledge, higher level criteria need to be set for senior staff (governor etc.) This will create the motivation for individuals to develop themselves and their careers.

✓ There are pre-service and in-service trainings for the staff within the correctional system. Although the content of some of the trainings is very qualified, some are unfortunately not. As can be seen from the result of questionnaire explained in the workshop, the staff does not find the training given sufficient. In fact, studies should be





CORRECTIONS CAREERS

	<p>done to create the perception of trainings. At the same time, the content of unqualified training should be revised.</p> <ul style="list-style-type: none"> ✓ "Security Services Program" on Justice Vocational High Schools in Turkey was opened. A regulation should be made in order to give priority to people who have been trained in these places in recruitment. Again, the content of the trainings given here should be structured. Graduates with sufficient knowledge and equipment should be trained for those working in prison and probation. Therefore, their job satisfaction will be high when they graduate and start working. ✓ Consultancy service can be provided from outside to staff working in prison and probation centers. The services to be provided by internal mechanisms but this method not preferable in sometimes. Consultancy service to be arranged with expert teams from outside will be beneficial. For example; from Ministry of Health. ✓ A coaching and mentoring system should be developed for career counseling. It will be beneficial for the correction system if the staff gets help in how they can improve their career development through these mentors and if they are guided correctly. This system will be very useful, especially for new staff. Maybe this coaching system can establish as a center all over the Turkey.
<p>Group 5: Do you find sufficient the pre-service and in-service trainings about your duties from the day you begin working at your institution. What are your thoughts and suggestions about this?</p>	<ul style="list-style-type: none"> ✓ It is thought that pre-service training periods should be increased (at least 8 months) and pre-service training should be given to all staff. It is thought that the content of pre-service training should be created simultaneously both theoretically and practically. ✓ It is thought that the pre-service training program should also be created and implemented for the staff who are working in prison and probation as a psychologist, social worker or teacher. ✓ It is considered that the mentoring practice should be included within the scope of pre-service training, and this practice should be carried out in line with professional





CORRECTIONS CAREERS

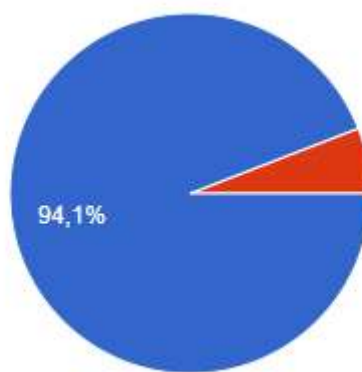
	<p>principles within a structured program.</p> <ul style="list-style-type: none">✓ It is thought that in-service vocational trainings should be carried out regularly every year due to the variable correctional system and institutional dynamics.✓ It is mentioned that on-site trainings should be given importance because staff training centers are sometimes insufficient due to capacity in terms of meeting demands and needs for staff.✓ It is considered that the trainings of trainers should be increased in order to meet the demand and need in pre-service trainings.
--	--

5. Workshop evaluation

For the evaluation of the workshop, the DGPDH project team prepared an online questionnaire and invited participants to answer.

The results of evaluation was:

1. Do you think the activity achieved its goals?



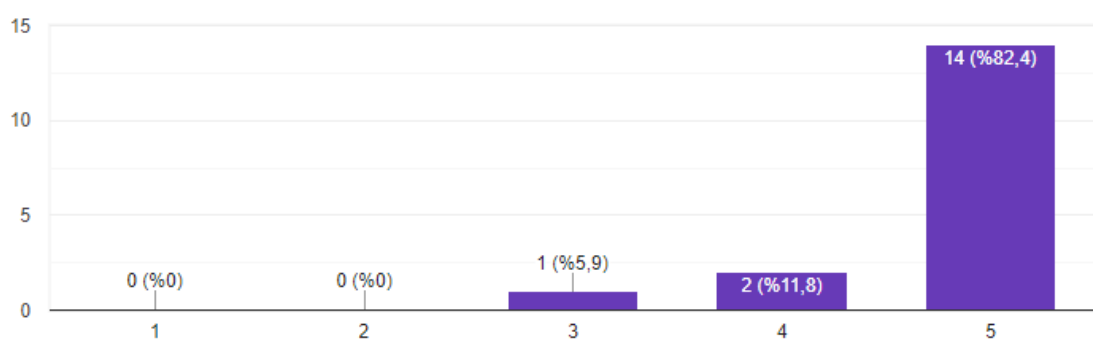
Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



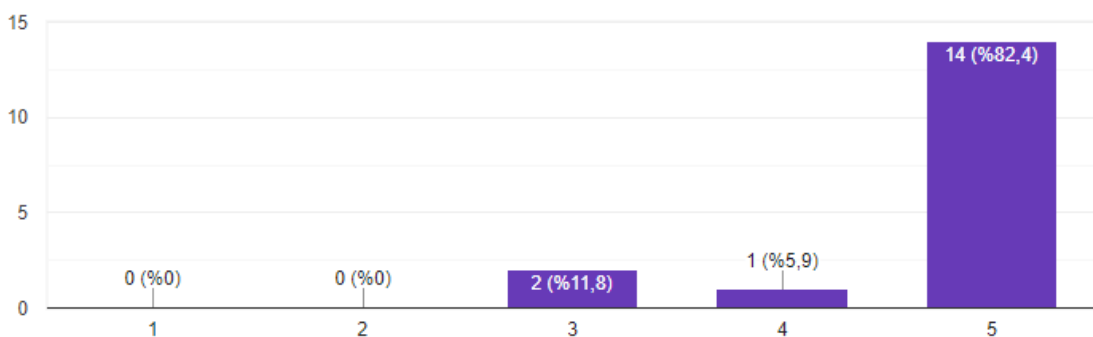
CORRECTIONS CAREERS

2. Do you think the presentations at the workshop are sufficient? (1-5 Likert Type Scale)



- 1- Unsatisfied
- 2- Satisfied to a minimum
- 3- Relatively satisfied
- 4- Satisfied
- 5- Very Satisfied

3- How do you evaluate the interaction and communication during the event? (1-5 Likert Type Scale)



- 1- Unsatisfied
- 2- Satisfied to a minimum



Co-funded by the
Erasmus+ Programme
of the European Union

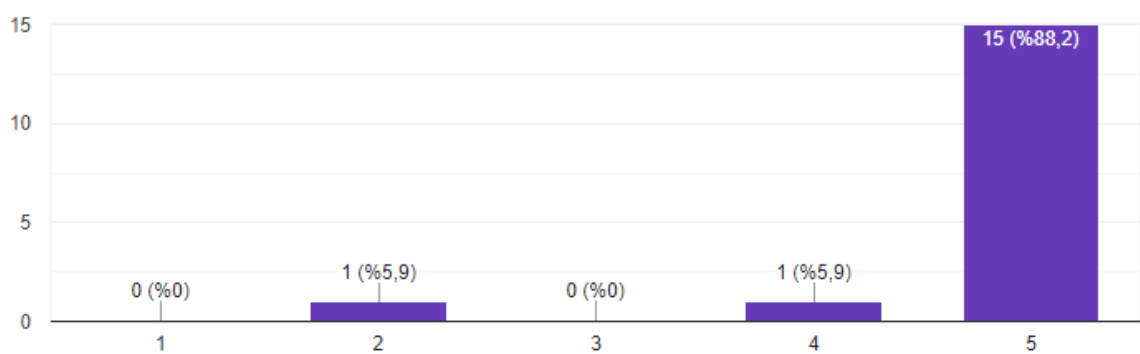
The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

- 3- Relatively satisfied
- 4- Satisfied
- 5- Very Satisfied

4- How useful are discussions about career development for criminal correctional staff ?



- 1- Useless
- 2- With minimal utility
- 3- Relatively useful
- 4- Quite useful
- 5- Very Useful



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

5- Would you like to continue cooperation with the General Directorate of Prison and Detention Houses within the scope of the project in question?



☒ Yes

6- Is there anything you would like to add about the content of the project and the activity performed?

- It was a useful workshop.
- The selected team was highly qualified and efficient workshop management.
- I would like to congratulate everyone who contributed for the project.
- I'm glad to have given us this opportunity to share our thoughts.
- It is very important to have guiding services under the name of consultancy in institutions in order to support career change in criminal correctional institutions.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

6. Communication

The workshop communication was in Turkish language.

During the event the members from DGPDH project team Ms. Ezgi Çetintürk and Mr. Erhan Güven presented the next two Power Point materials:



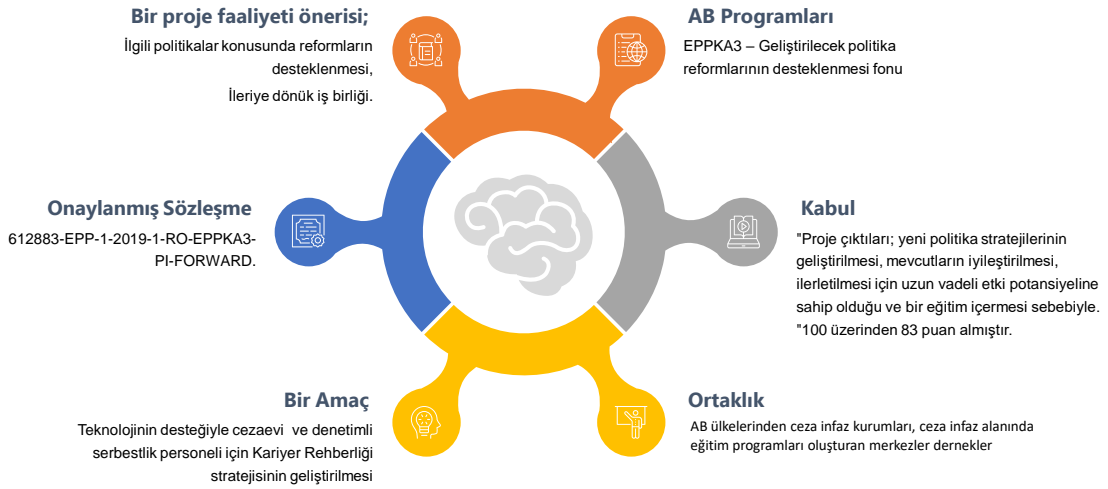
Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

CCJ4J NEDİR ?



İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi (CCJ4J)

Projenin Amacı?

Proje ile ceza infaz kurumu ve denetimli serbestlik hizmetlerinde görevli personelin kariyer yönetim becerilerinin desteklenmesi ve kariyer gelişimini destekleyici yenilikçi çalışmaların geliştirilmesi amaçlanmaktadır.

Proje Süresi

01.01.2020 – 31.12.2022

Proje Ortakları?

Romanya - Yaşam Boyu Öğrenme Derneği (CPIP),
Almanya - Bremen Adalet Bakanlığı,
Ceza ve Tevkifevleri Genel Müdürlüğü (Türkiye),
Romanya - Ulusal Cezaevi Yönetimleri,
Romanya – Timisiora Cezaevi
İtalya CEIPES,
Portekiz – Yenilikçi Cezaevi Sistemleri Şirketi,
Litvanya – Baltık Eğitim Teknolojileri Enstitüsü,
ICPA (Uluslararası İslah ve Ceza İnfaz Kurumları Derneği)
Birleşik Krallık – York Associates Uluslararası Çalışmalar Firması,
Danimarka – Brainlog Derneği



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

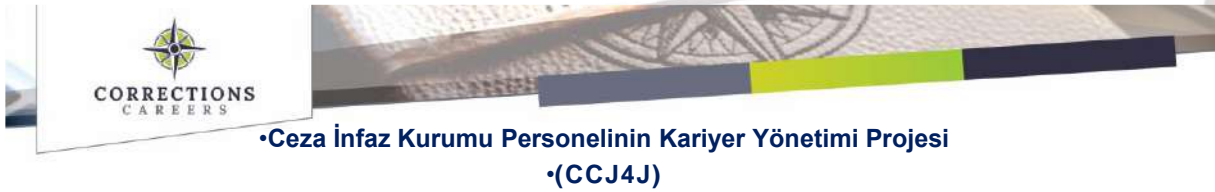


Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



Proje Faaliyetleri Kapsamında Planlanan Çalışma Paketleri

6 Çalışma Paketi;

1. Yönetim ve Koordinasyon,
2. İnfaz alanında personele ilişkin yürütülen politikaların analiz edilmesi,
3. İnfaz alanında ilgili paydaşların analiz edilmesi, personelin eğitim ihtiyaçlarının ve becerilerinin desteklenmesi,
4. Öğrenme araçları ve kaynakların geliştirilmesi,
5. İnfaz alanında görevli personele yönelik yenilikçi politikaların önerilmesi,
6. Proje çıktılarının paylaşılması, yaygınlaştırılması ve kullanılması.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



•Ceza İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi •(CCJ4J)

1. Çalışma Paketi Yönetim ve Koordinasyon

- Proje metodolojisi, proje yönetimi el kitabının oluşturulması ve paylaşılması, görev dağılımına ilişkin planlamalar,
- 1. Proje Yönetim Kurulu Toplantısı,
- Proje ekibi kurulması, strateji ve çalışma planı geliştirilmesi ve dış değerlendirme sistemi oluşturulması,
- TEAMWORK: Proje dosya ve yönetim platformu kurulması,
- İç raporların hazırlanması; yönetim, uygulama, mali ve nitelik,
- 2. Proje Yönetim Toplantısı,
- 3. Proje Yönetim Toplantısı,
- Proje ara dönem raporunun sunulması; yönetim uygulama, nitelik, dış değerlendirme ve yaygınlaştırma,
- 4. Proje Yönetim Toplantısı,
- 5. Proje Yönetim Toplantısı,
- Final raporunun hazırlanması ve sunumu.



The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



•Ceza İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi •(CCJ4J)

2. Çalışma Paketi İnfaz alanında personele ilişkin yürütülen politikaların analiz edilmesi

- İnfaz alanında görev yapan personele ilişkin politikaların değerlendirilmesine ilişkin strateji oluşturulması,
- İlgili kamu politikalarının neler olduğu,
- Personelin kariyer gelişimi süreçlerinin değerlendirilmesi,
- Paydaş toplantıları,
- Mevcut durum belgesi hazırlanması,
- Yapılandırılmış bir kamuyla paylaşma etkinliği düzenlenmesi,
- Ortak gözden geçirme çalışmaları,
- Uygun bulunan senaryo ve çıktıların listelenmesi,
- Çevrimiçi paydaş toplantısı ve çalıştay gerçekleştirilmesi.



The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



•Ceza İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi •(CCJ4J)

3. Çalışma Paketi İnfaz alanında ilgili paydaşların analiz edilmesi, personelin eğitim ihtiyaçlarının ve becerilerinin desteklenmesi

- İnfaz alanında görev yapan personelin eğitim ihtiyaçlarına yönelik bir stratejinin belirlenmesi,
- İnfaz personelinin tanımına ilişkin bir öğrenme içeriğinin oluşturulması,
- İnfaz alanındaki tüm aktörleri içeren, uzmanlık, statü, rol ve iş tanımlarının değerlendirilmesi,
- Kariyer yönetimi için gerekli ortak becerilerin tespit edilerek listelenmesi,
- Paydaş Toplantısı,
- Avrupa ülkelerinde adalet alanında kariyere başlayan ceza infaz kurumu ve denetimli serbestlik personeli için gerekli özel yeterliliklerin profilinin belirlenmesi,
- Belirlenen profilin genel bir değerlendirmesinin yapılarak uyumlu ve ortak kullanılır hale getirilmesi.



•Ceza İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi •(CCJ4J)

4. Çalışma Paketi Öğrenme araçları ve kaynakların geliştirilmesi

- Strateji geliştirilmesi,
- Görev dağılımı, şablon ve araçların oluşturulması,
- Uygun eğitim kaynaklarının belirlenmesi,
- Özel modüllerin geliştirilmesi,
- Çevrimiçi kullanılabilen eğitim platformunun oluşturulması,
- Pilot uygulamaların gerçekleştirilmesi,
- Platformun kullanıma yönelik araç seti oluşturulması (erişim gibi.)



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



- İnfaz personeline yönelik öğrenme araçları konusunda stratejilerin geliştirilmesi,
- Konu ile ilgili politika ve uygulamalar hakkında kararların anlaşılması,
- Müdahalelerin belirlenmesi,
- Belirlenen müdahalelerin eyleme dönüştürülmesini destekleyebilecek önerilerin geliştirilmesi,
- Politika yapıpıcları ile ulusal ve uluslararası çalıştayların organize edilmesi,
- Uygulayıcılarında dahil edileceği uluslararası bir konferansın gerçekleştirilmesi.



The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



İHTİYAÇ ANKETİ

Sorular

- ✓ Genel bir yönerge ve onam,
- ✓ Mesleki Sorular;
 - Ceza infaz kurumu veya denetimli serbestlik personeli misiniz?
 - Ne kadar süredir çalışıyorsunuz?
 - İlk iş deneyiminiz infaz kurumu mu?
- ✓ Çalışma koşulları hakkında sorular;
 - Maaşınızın görevinizi yerine getirmek için yeterli olduğunu düşünüyor musunuz?
 - Kariyeriniz devam ettirebilme konusunda kurumunuz tarafından yeterli motivasyon sağlanıyor mu?
 - Yıllık olarak iş performansınız değerlendiriliyor mu?
 - Personelin görevini bırakma nedenleri sizce nedir?
 - Kurumda çalışmanın en önemli 3 risk faktörü nedir?



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



İHTİYAÇ ANKETİ

Sorular

- ✓ İş ve eğitim konularında sorular;
 - Görevinizi yerine getirebilmek için yeterli eğitim alıyor musunuz?
 - Verilen eğitimleri ne ölçüde faydalı buluyorsunuz?
 - Verilen temel eğitimler, kariyer gelişimi konusunda bilgiler içeriyor mu?
 - Liderlik konusunda bilgi içeren eğitimler mevcut mu?
 - İşe gittiğimde bunu bir Olarak değerlendiririm.
 - Görevinizi başka birisine söylemekten çekindiğiniz olur mu?
- ✓ Gelişim ve danışmanlık hakkında sorular;
 - Yönetim kadrosu gelişime ne kadar açık?
 - Kariyer gelişimi konusunda kendiniz mi bilgi ediniyorsunuz yoksa bir danışmanlık hizmeti bulunuyor mu?
 - Ne tür danışmanlık hizmetleri sağlanıyor?
 - Ziyaret edebileceğiniz bir mentör ya da danışman var mı?



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

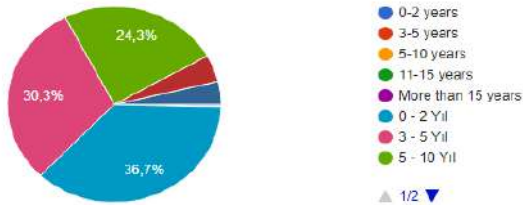


İHTİYAÇ ANKETİ

Genel Sonuçlar

Mevcut pozisyonunuzda ne kadar süredir çalışmaktasınız?

267 yanıt



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

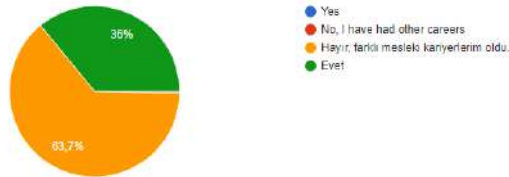


İHTİYAÇ ANKETİ

Genel Sonuçlar

Meslek hayatınızda ilk kariyeriniz mi ?

267 yanıt



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

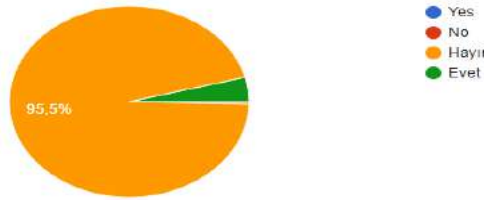


İHTİYAÇ ANKETİ

Genel Sonuçlar

Maaşınızın görevinizi yerine getirmek için yeterli olduğunu düşünüyor musunuz ?

267 yanıt



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

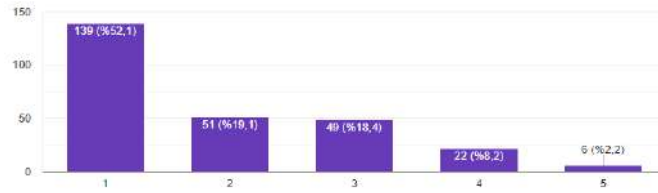


İHTİYAÇ ANKETİ

Genel Sonuçlar

Kurumunuzun sizi kariyerinizde devam etmeye yetecek kadar motivasyon (tatiller, iyi eğitim olanakları) sağladığını düşünüyor musunuz? (1 – 5)

267 yanıt



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

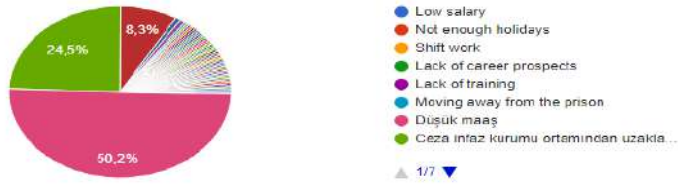


İHTİYAÇ ANKETİ

Genel Sonuçlar

Personelin görevini bırakmasının en önemli nedenleri nedir?

265 yanıt



- Low salary
- Not enough holidays
- Shift work
- Lack of career prospects
- Lack of training
- Moving away from the prison
- Düşük maaş
- Ceza infaz kurumu orteminin uzakla...

1/7

Co-funded by the Erasmus+ Programme of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

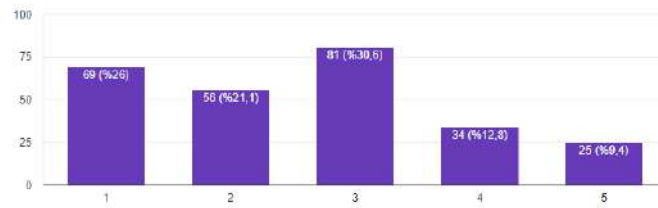


İHTİYAÇ ANKETİ

Genel Sonuçlar

Verilen eğitimlerin görevinizi yerine getirmek için yeterli olduğunu düşünüyor musunuz? (1 – 5)

265 yanıt



Co-funded by the Erasmus+ Programme of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



İHTİYAÇ ANKETİ

Genel Sonuçlar

Cezaevi personelinin günlük görevlerinde en büyük üç risk faktörü sizce nedir? (Açık uçlu soru)

Örnek cevaplar;

- Can güvenliği, beslenme, kapalı ortam,
- Rehin, firar, saldırı,
- Şiddet, İftira, Dedikodu,
- Kapalı ortam, suçluyla aynı ortam, şehir merkezine uzaklık,
- Zarar görme, psikolojik baskı, hastalık,
- Mesleki itibar yetersizliği, Düşük maaş, Yüksek risk,
- Güvenlik ekipman eksikliği, mahkumla yakın temas , temizlik ve hijyen sorunları.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

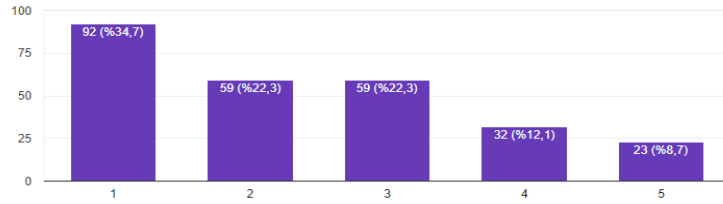


İHTİYAÇ ANKETİ

Genel Sonuçlar

Cezaevi personeliniz veya siz görevlerinizi etkili bir şekilde yerine getirmek için yeterli eğitim alıyor musunuz? (1 – 5)

265 yanıt



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

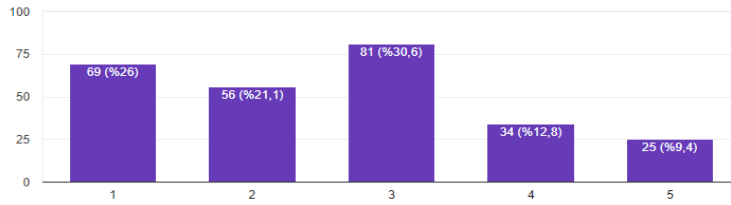


İHTİYAÇ ANKETİ

Genel Sonuçlar

Bu eğitimlerin işinizde kalmanıza ne ölçüde yardımcı olduğunu düşünüyorsunuz? (1 – 5)

265 yanıt



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



İHTİYAÇ ANKETİ

Genel Sonuçlar

Verilen temel eğitimde personel kariyerinin gelişimine yönelik yeterli bilgi mevcut mu? (1 – 5)

265 yanıt



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

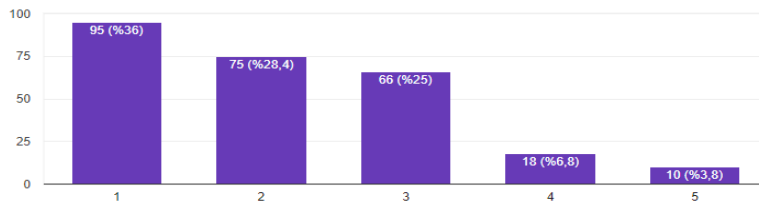


İHTİYAÇ ANKETİ

Genel Sonuçlar

Ceza infaz kurumunda bir kariyer imkanı olarak liderlik gelişimi konusunda ne düzeyde bilgi mevcuttur? (1 – 5)

264 yanıt



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

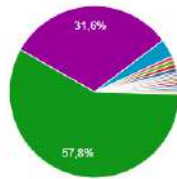


İHTİYAÇ ANKETİ

Genel Sonuçlar

Çalışmaya gittiğimde, bunu bir ... olarak değerlendiririm.

263 yanıt



- Job?
- Career?
- Public mission?
- Kamu görevi
- İş
- Kariyer
- Mecburiyet
- Görev

▲ 1/3 ▼



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

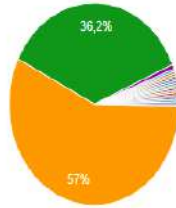


İHTİYAÇ ANKETİ

Genel Sonuçlar

İnsanlara yaptığınız işi söylemekten çekindiğiniz olur mu?

265 yanıt



- No, never
- Yes, sometimes
- Evet, bazen
- Hayır, asla
- Çekinme ve korku. Genelde söylemem.
- Tabiki Her Zaman
- kesinlikle evet
- Evet her zaman

1/3



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

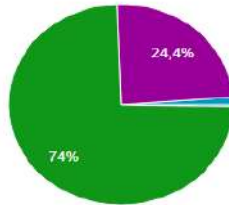


İHTİYAÇ ANKETİ

Genel Sonuçlar

Kariyer gelişimi için imkanları kendiniz mi araştırırsınız yoksa bu konuda bir danışmanlık hizmeti sunuluyor mu?

262 yanıt



- I seek out career guidance myself
- Career information is given to all employees
- I don't know
- Kendim araştırıyorum.
- Bilmiyorum.
- Tüm çalışanlara kariyer gelişimi ile ilgili danışmanlık veriliyor.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



Genel Sonuçlar

Cezaevinde yönetim kadrosu öğrenme ve gelişime ne kadar açık? Cezaevinizin resmi bir öğrenme ve geliştirme için pozisyon var mı?

Örnek cevaplar;

- Tamamen kalıplaşmış yöntemler uygulanıyor,
- Hayır,
- Tamamen kapalılar,
- Kurumdan kuruma değişiklik gösteriyor,
- Yönetim kadrosu olarak genel bir değerlendirme yapmak doğru olmaz. Bir cezaevi müdürü (1 ya da 2) yönetimi eğitime açıkken diğeri açık olmayabilir. Genelde onların değil diğer personelin eğitime ihtiyacı olduğunu düşünen yönetim kadrolarından bahsedilebilir,
- Herhangi bir öğrenme veya geliştirme pozisyonu yok,
- Evet açıklar .



Co-funded by the
Erasmus+ Programme
of the European Union

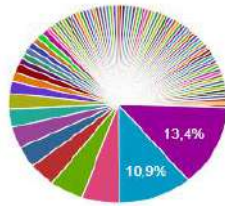
The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Genel Sonuçlar

Size ne tür bir kariyer danışmanlığı sunuluyor?

201 yanıt



- Paper handcuts about prison careers
- Counseling from a line manager
- Counseling from someone outside the...
- Online career counselling
- Birim yöneticileri tarafından danışmanlık...
- Cezaevinde kariyer gelişime yönelik y...
- Yok
- Sunulmuyor

▲ 1/12 ▼



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



İHTİYAÇ ANKETİ

Genel Sonuçlar

Ziyaret edebileceğiniz, doğrudan birim müdürünüz olmayan bir Kariyer Danışmanınız veya Mentörünüz var mı?

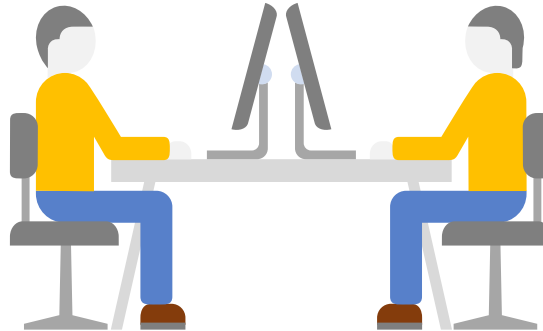


Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Tartışma Oturumu/Grup Çalışması



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



Tartışma Oturumu/Grup Çalışması KONULAR

- Grup 1:** Mevcut personel kariyer imkanlarını nasıl değerlendiriyorsunuz? Olumlu ve olumsuz tüm görüşlerinizi iletiniz. (örneğin; personel işe alım, görevde yükselme ve unvan değişikliği gibi.)
- Grup 2:** Çevrenizde aile ve arkadaşlarınızın işinize bakış açısı nasıldır? Bu konuda ne gibi yenilikler yapılması olumlu etkiler sağlayacak ya da artıracaktır, tartışınız.
- Grup 3:** Bulunduğunuz kurumda görevinizi yerine getirmek için yeterli imkanlar sağlanıyor mu? Yaşadığınız olumlu olumsuz deneyimleri tartışınız.
- Grup 4:** Size tam yetki verilecek olsa ceza infaz kurumu ve denetimli serbestlik müdürlüklerinde görev yapan personelin kariyer gelişimini destekleyecek ne tür imkanlar oluştururdunuz?
- Grup 5:** Kurumda göreve başladığınız günden itibaren verilen hizmet öncesi ve hizmet içi mesleki eğitimleri yeterli buluyor musunuz? Bu konudaki öneri ve düşüncelerinizi tartışınız.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Tartışma Oturumu/Grup Çalışması KONULAR

- Grup 1:** İsmail GÜL, Sinan YAŞAR, Levent Preveze, Fatih ELMAS, Erhan GÜVEN
- Grup 2:** Eren Halil ÖZBERK, Merve ÇAKIROĞLU, Selim GÜLCEGÜL, İrfan GÜNEŞ, Gamze GÜNDOĞDU
- Grup 3:** Ufuk ÖZOĞUZ, Fatma BOZKIR, Türkan SAKLAN, Hasan CANYURT, Süleyman KAÇMAZ
- Grup 4:** Elif Bengi ÜNSAL ÖZBERK, İsmail KÜÇÜKER, Meltem YAMAKOĞLU ÜLKER, Melis MERİÇ, Ezgi ÇETİNTÜRK
- Grup 5:** İsmail OLCAR, Gevherhan ASLAN, Fatih ÖZ, Büşra KAYA KIRAÇ, Berfu ALTAY



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



The other presentation:



CEZA VE TEVKİFEVLERİ GENEL MÜDÜRLÜĞÜ
PERSONEL DAİRE BAŞKANLIĞI

İNSAN KAYNAKLARI

28.01.2021



PERSONEL SEÇİM VE TERFİ SİSTEMİNİN
GÜÇLENDİRİLMESİ PROJESİ
(PESİP)

İnsan Kaynakları Geliştirme Bürosu



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



Ceza ve Tevkifevleri Genel Müdürlüğü İnfaz ve Koruma Memuru Personel Alım Şartları

- En az lise veya dengi okul mezunu olmak,
- Yapılacak sınavın son başvuru tarihi olan 16/07/2019 itibarıyla 18 yaşını doldurmuş olmak, merkezî sınavın (KPSS-2018) yapıldığı yılın Ocak ayının birinci günü itibarıyla 30 yaşını bitirmemiş olmak
- Erkeklerde 170 cm. kadınlarda 160 cm. 'den kısa boylu olmamak,
- Boy uzunluğunun santimetre cinsinden son iki rakamı ile kilosu arasındaki fark 13'ten fazla, 17'den az olmamak, (Örneğin; 170 cm boyunda olan bir adayın kilosunun $70+13=83$ 'ten fazla, $70-17=53$ 'ten az olmaması gerekmektedir.)

İnsan Kaynakları Geliştirme Bürosu



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

Personel Seçim ve Terfi Projesi (PESİP)



01	21 – 25 Ekim 2019 tarihleri arasında 1. pilot çalışma gerçekleştirilmiştir.
02	13 – 15 Kasım 2019 tarihlerinde Dr. Eren H. ÖZBERK danışmanlığında 1. pilot çalışmanın verileri analiz edilmiştir.
03	Proje çalışma talimatı doğrultusunda yönetici personel profili, yetenek beklentisi ve ölçek geliştirmek için 2 – 6 Aralık 2019 tarihinde çalıştay gerçekleştirilmiştir.
04	20 – 24 Ocak 2020 tarihlerinde geliştirilen ölçeğin son halinin hazırlanması ve 2. pilot çalışması için nihai sorular hazırlanmıştır.
05	24 – 28 Şubat 2020 tarihlerinde 2. pilot çalışma gerçekleştirilmiştir.
06	11 Haziran 2020 tarihinde Projede gelinen durum değerlendirilmesi ve gelecek faaliyetlerin planlanması amacıyla Zoom platformu üzerinden çevrimiçi toplantı.
07	15 - 17 Aralık 2020 tarihinde İstatistiksel ve yazılımsal sürecin değerlendirilmesi için zoom platformu üzerinden çevrimiçi toplantı gerçekleştirilmiştir.
08	25 – 27 Ocak 2021 tarihinde Yönetici unvanı için ölçek geliştirme çalışması zoom platformu üzerinden çevrimiçi olarak gerçekleştirilmiştir.

İnsan Kaynakları Geliştirme Bürosu

YETKİNLİKLER



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

PESİP 1. PİLOT ÇALIŞMASI

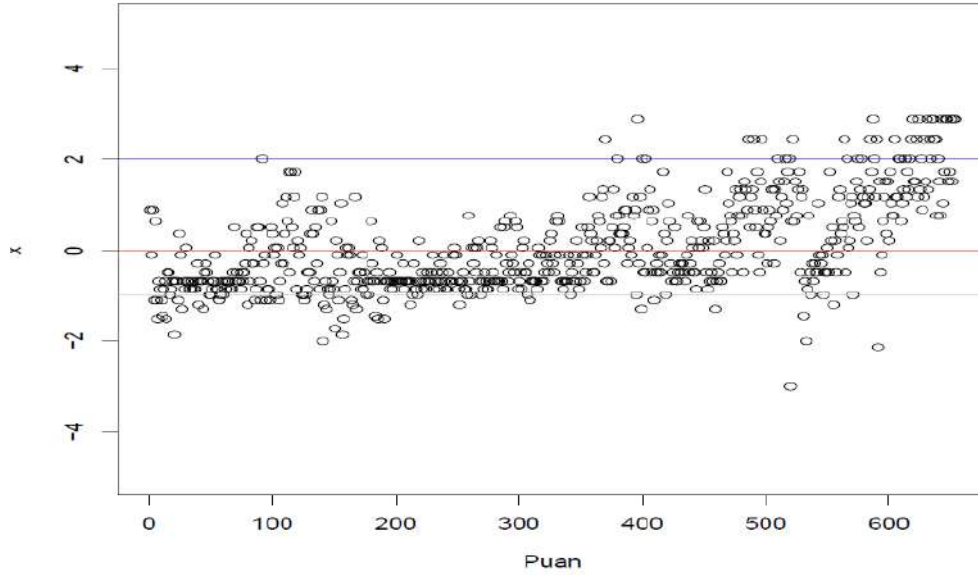
105

FARKLI CEZA
İNFAZ
KURUMU

1016

İNFAZ VE
KORUMA
MEMURU

PSİKOLOJİK SERMAYE



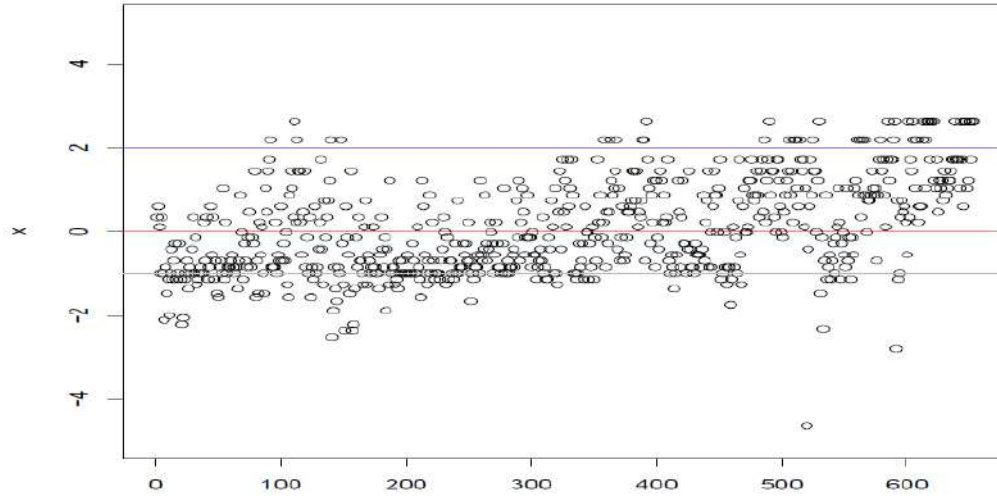
Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

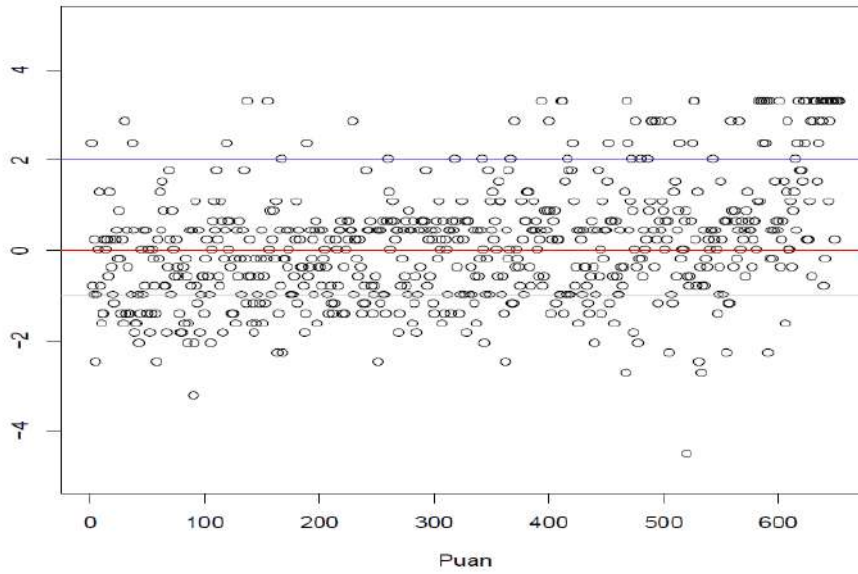


CORRECTIONS CAREERS

EKİP ÇALIŞMASI



ZAMAN YÖNETİMİ



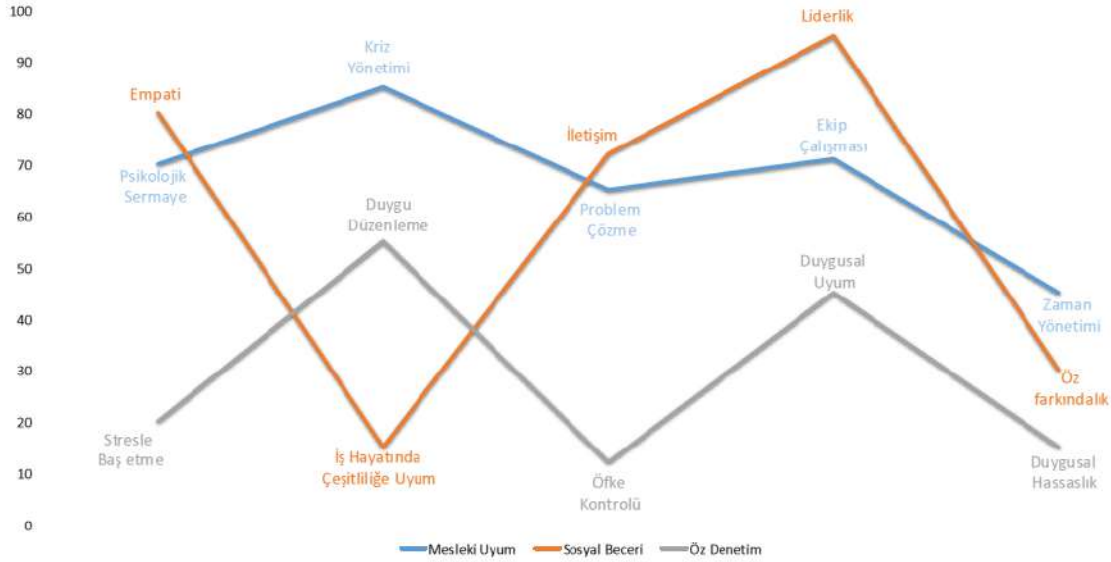
Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

Profil Analizi



PROJE KAPSAMINDA YÖNETİCİLER İÇİN GELİŞTİRİLEN YETKİNLİKLER

Yönetimsel Beceri

- Liderlik
- Kriz Yönetimi
- Risk Alma
- Güç Mesafesi

Kişisel Beceri

- Psikolojik Sermaye
- Empati
- Farkındalık
- Stresle Baş Etme
- Duygu Düzenleme
- Öfke Kontrolü
- Problem Çözme

Kişilerarası Beceri

- Ekip Çalışması
- İletişim Yönetimi
- Farklılıkların Yönetimi
- Kültürel Duyarlılık
- İnsan Hakları ve Etik

İnsan Kaynakları Geliştirme Bürosu



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



İnfaz ve Koruma Memuru unvanında hazırlanan ölçeğin çalışmaları tamamlanarak 2021 yılı içerisinde personel istihdamında ve görevde yükselme sınavlarında kullanılması hedeflenmektedir.



TEŞEKKÜRLER...



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



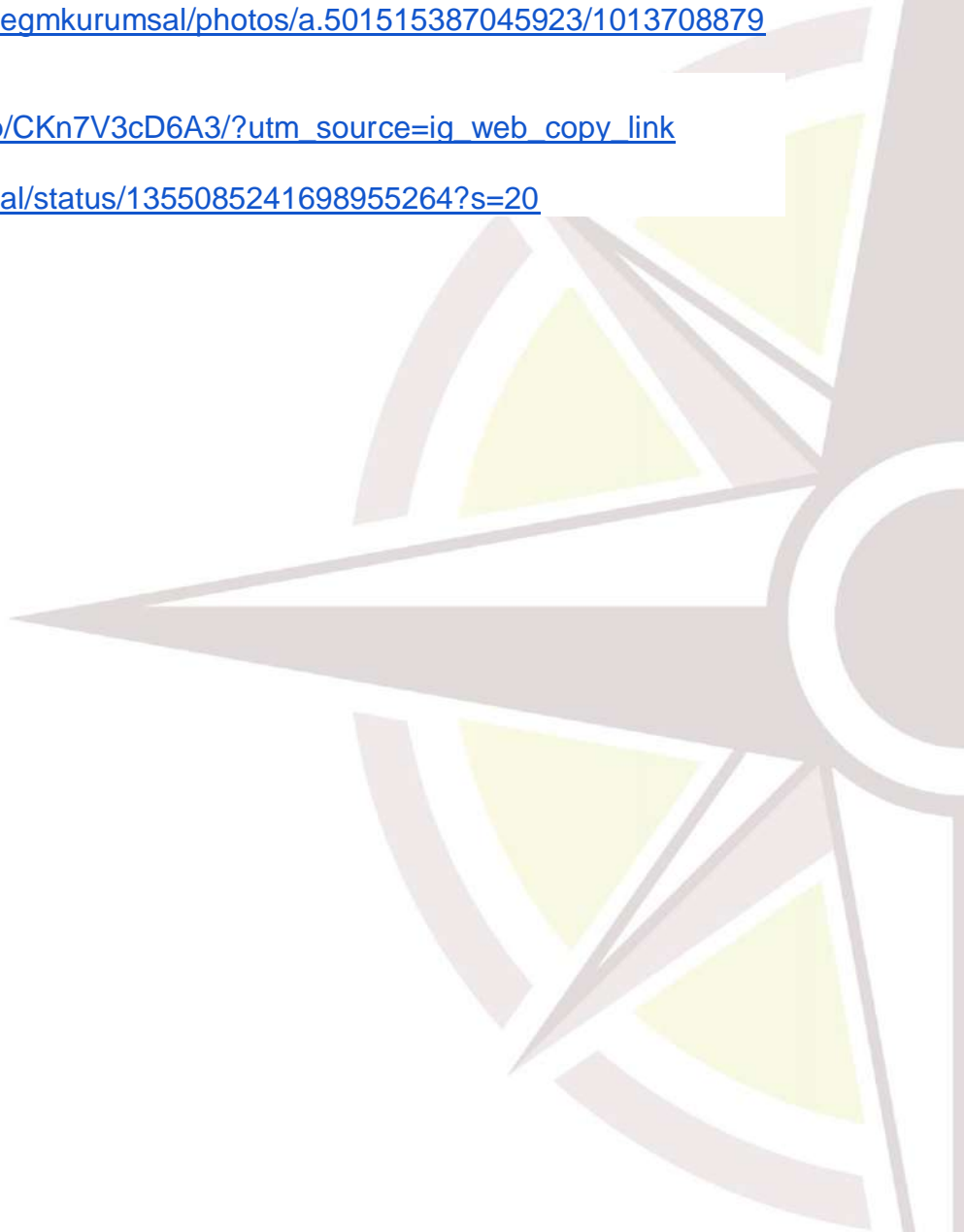
CORRECTIONS CAREERS

After the workshop for dissemination of the event an announcement was published on **DGPDH Facebook, Twitter and Instagram Official PAGE in Turkish;**

<https://www.facebook.com/ctegmkurumsal/photos/a.501515387045923/1013708879159902/>

https://www.instagram.com/p/CKn7V3cD6A3/?utm_source=ig_web_copy_link

<https://twitter.com/ctekurumsal/status/1355085241698955264?s=20>



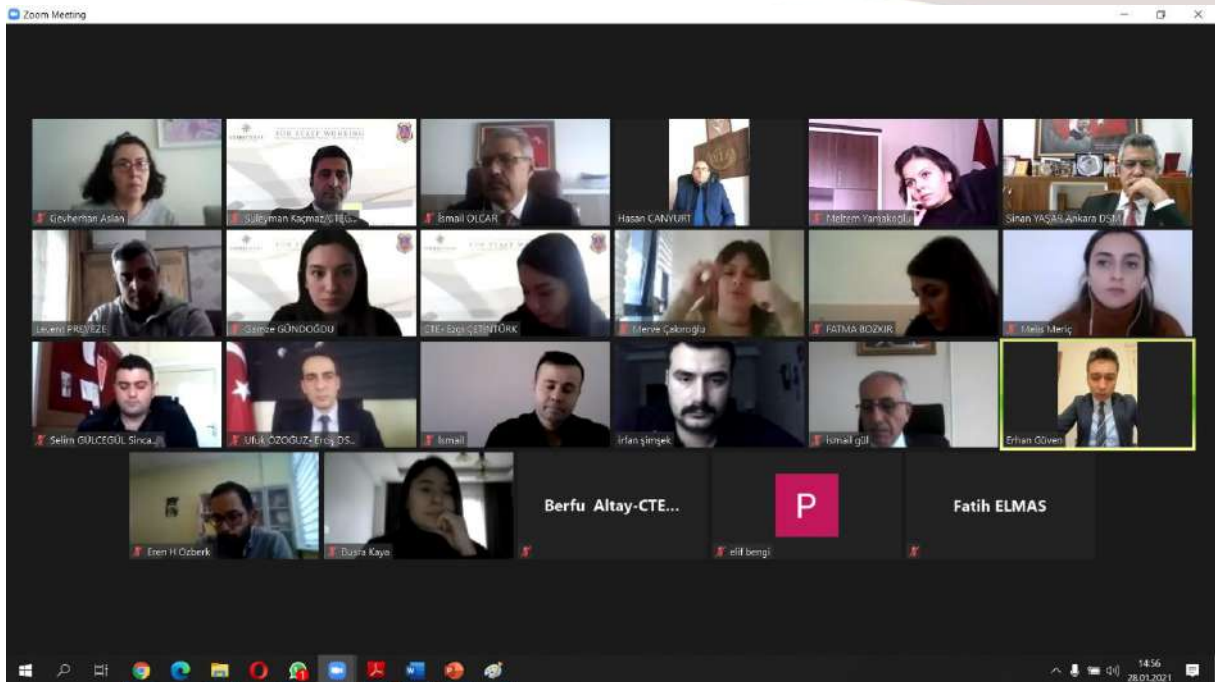
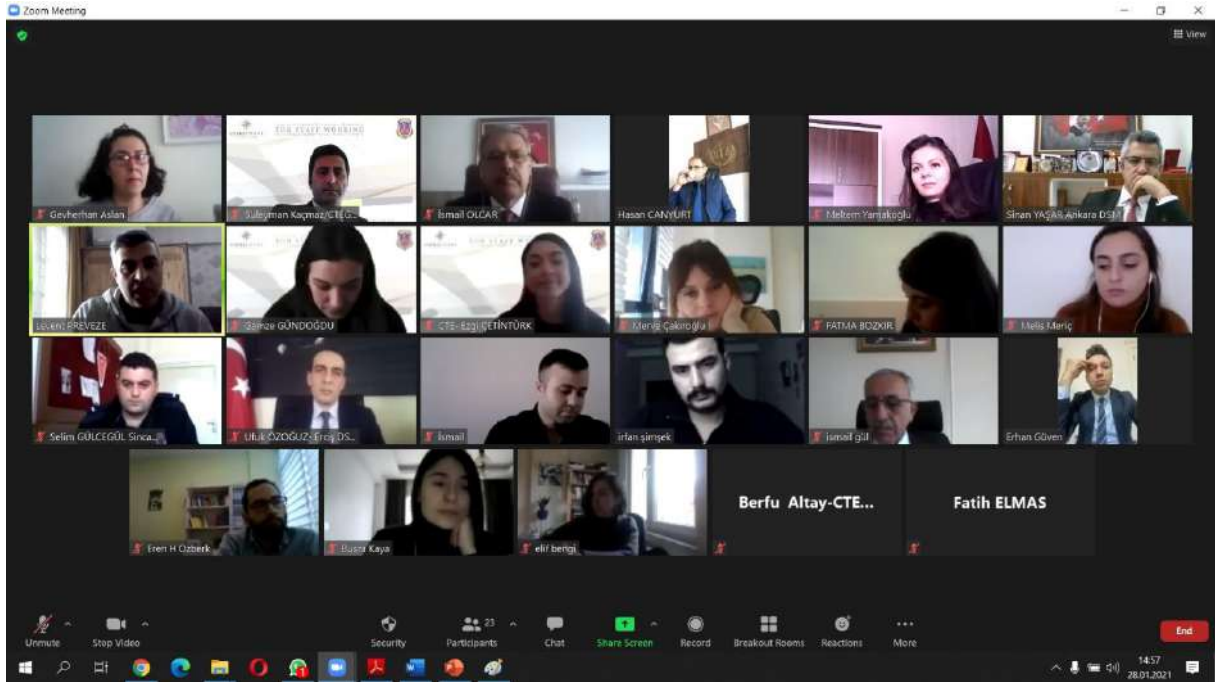
Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

7. Pictures

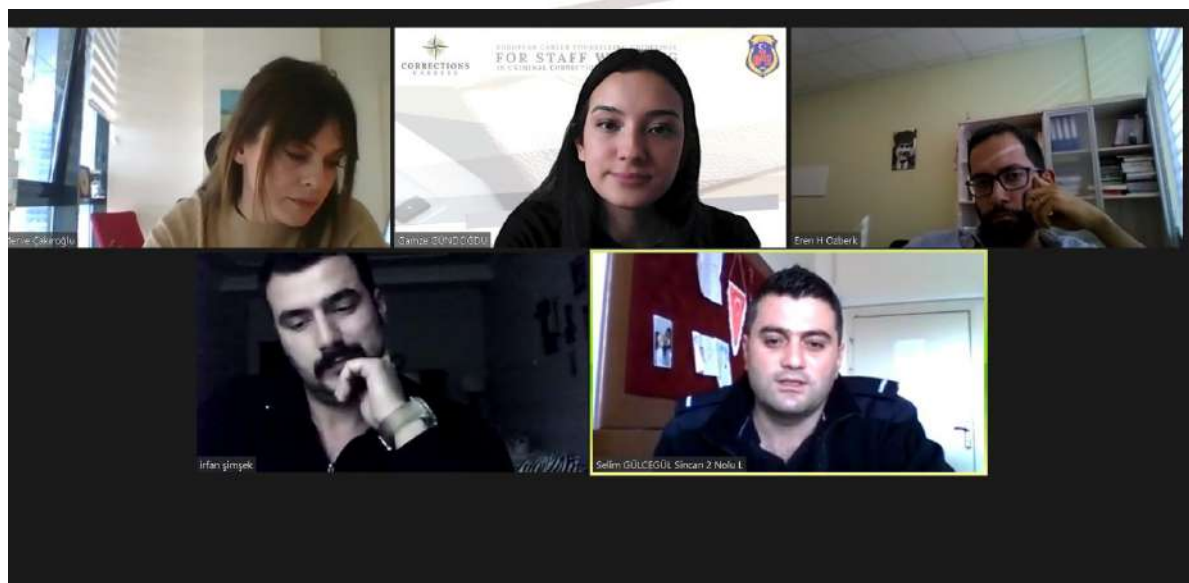


Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

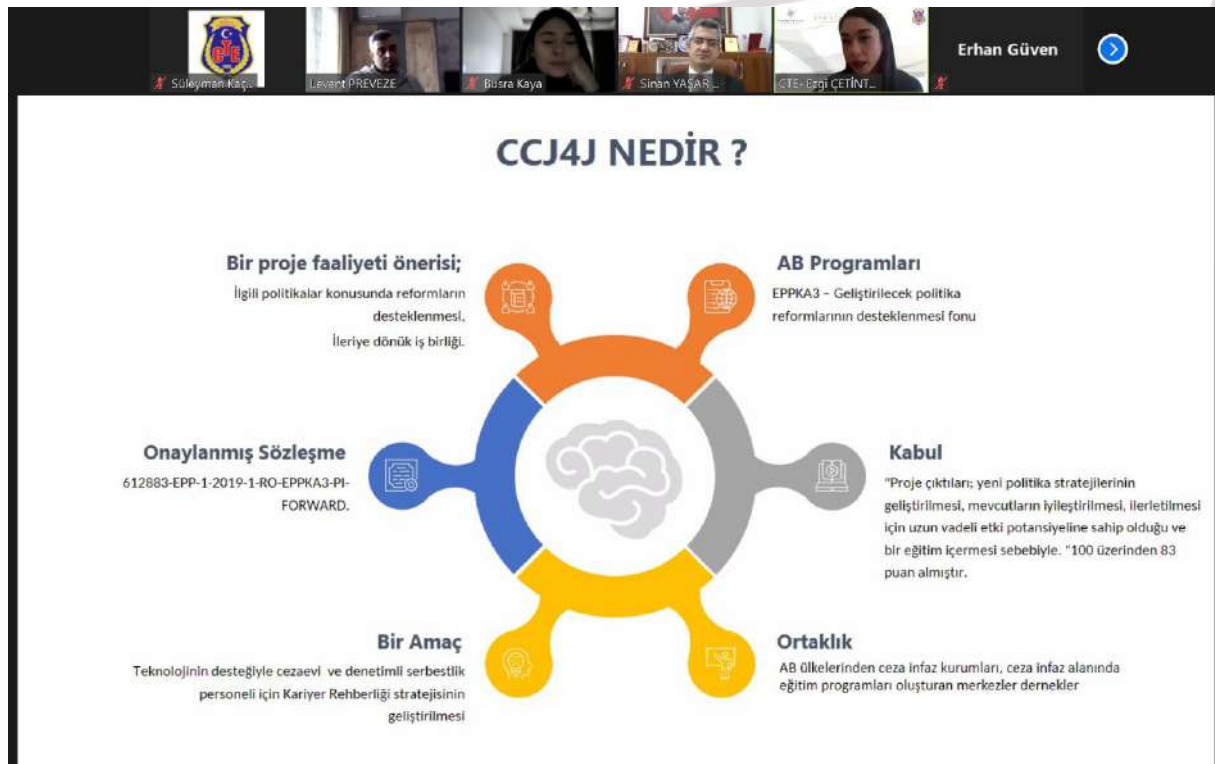


CORRECTIONS CAREERS



Co-funded by the
Erasmus+ Programme
of the European Union

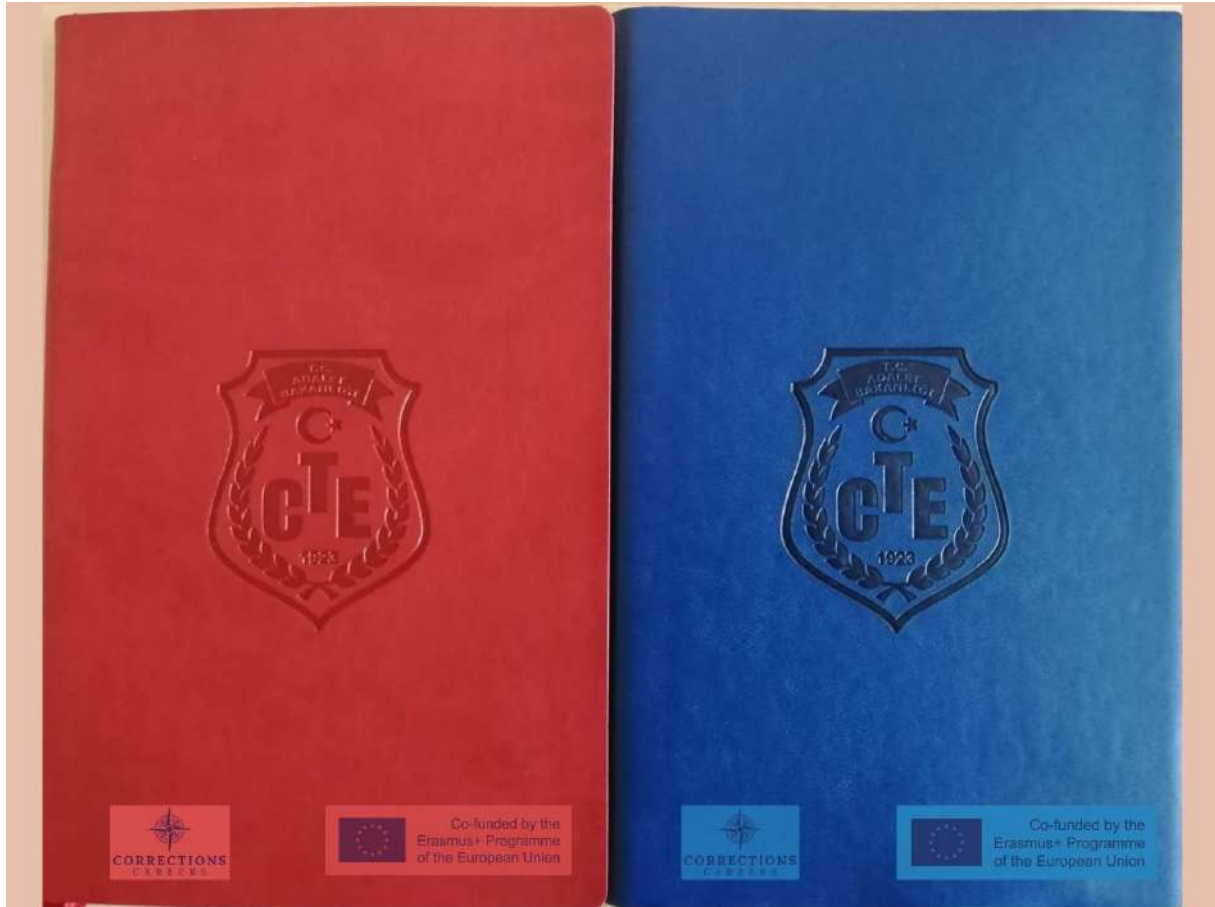
The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS



** The notebooks that are mentioned in preparation part.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

7. Annexes

Annex 1.



ERASMUS Plus Programı Ceza İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi - CCJ4C	
Ceza İnfaz Kurumları ve Denetimli Serbestlik Personeli Kariyer Gelişimi Çalıştayı	
28 Ocak 2021	
Saat: 13.00 - 15.30	
Hoş Geldiniz, Açılış Konuşması ve Katılımcıların Tanıtımı Süleyman KAÇMAZ, Adalet Bakanlığı, Ceza ve Tevkifhaneleri Genel Müdürlüğü, Şube Müdürü	13.00 - 13.20
Ceza İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi - CCJ4C Sunumu Ezgi ÇETİNTÜRK, Adalet Bakanlığı, Ceza ve Tevkifhaneleri Genel Müdürlüğü, Psikolog	13.20 - 14.15
Ceza İnfaz Kurumu ve Denetimli Serbestlik Personeli Gerçekleştirilen Çalışmalar Sunumu Erhan GÜVEN, Adalet Bakanlığı, Ceza ve Tevkifhaneleri Genel Müdürlüğü, Şube Müdürü	14.15 - 14.45
Tartışma Oturumu/Grup Çalışması	14.45 - 15.00
Grup Çalışması Sonuçlarının Paylaşılması	15.00 - 15.25
Soru - Cevap ve Değerlendirme	15.25 - 15.30
Kapanış	
	
Co-funded by the Erasmus+ Programme of the European Union 	



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

Annex 2 .

Participant List

Ceza İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi

Ceza İnfaz Kurumları ve Denetimli Serbestlik Personeli Kariyer Gelişimi Çalıştayı

Workshop

28 Ocak 2021

Katılımcı Listesi/Participant List

No	Ad Soyad/Name and Surname	Unvan/Title	Kurum/Institution
1	İsmail GÜL	Personel Eğitim Merkezi Başkanı/Head of Staff Training Center	Ankara Personel Eğitim Merkezi/Ankara Staff Training Center
2	İsmail OLCAR	Eğitim Görevlisi/Lecturer	Ankara Personel Eğitim Merkezi/ Ankara Staff Training Center
3	Dr. Elif Bengi ÜNSAL	Doktor Öğretim Görevlisi/Dr. Academic Member	Trakya Üniversitesi/University of Trakya
4	Eren Halil Özberk	Doktor Öğretim Görevlisi/Dr. Academic Member	Trakya Üniversitesi/University of Trakya
5	Sinan YAŞAR	Kurum Müdürü/Governor	Ankara Denetimli Serbestlik Müdürlüğü/Ankara Probation
6	M. Ufuk ÖZOĞUZ	Kurum Müdürü/Governor	Erciş Denetimli Serbestlik Müdürlüğü/Erciş Probation



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

7	Merve ÇAKIROĞLU	Şube Müdürü/Head of Unit	Denetimli Serbestlik Daire Başkanlığı/Probation Department in DGPDH
8	Süleyman KAÇMAZ	Şube Müdürü/Head of Unit	Dış İlişkiler Daire Başkanlığı/Foreign Relations Department in DGPDH
9	Erhan GÜVEN	Şube Müdürü/Head of Unit	Personel Daire Başkanlığı/Human Resources and Staff Department in DGPDH
10	Levent PREVEZE	Öğretmen/Teacher	CİPDER/ The Association of Prison staff's help and solidarity
11	Gevherhan ASLAN	Eğitim Görevlisi/Lecturer	İstanbul Personel Eğitim Merkezi/İstanbul Staff Training Center
12	Büşra KAYA KIRAC	Psikolog/Psychologist	Buca Kapalı Ceza İnfaz Kurumu/Buca Closed Prison
13	Meltem YAMAKOĞLU ÜLKER	Psikolog/Psychologist	Menemen T Tipi Kapalı Ceza İnfaz Kurumu/Menemen T Type Closed Prison
14	Fatih ELMAS	İdare Memuru/Administrative Staff	Sincan 4 Nolu L Tipi Kapalı Ceza İnfaz Kurumu/Sincan No 4 L Type Closed Prison
15	Selim GÜLCEGÜL	Başmemur/Chief Guard	Ankara 2 Nolu L Tipi Kapalı Ceza İnfaz Kurumu/Ankara No 2 L Type Closed Prison



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

16	İrfan GÜNEŞ	Sosyal Hizmet Uzmanı/Social Worker	Midyat M Tipi Kapalı Ceza İnfaz Kurumu/Midyat M Type Closed Prison
17	Türkan SAKLAN	Sosyal Hizmet Uzmanı/Social Worker	Silivri 3 Nolu L Tipi Kapalı Ceza İnfaz Kurumu/ Silivri No 3 L Type Closed Prison
18	İsmail KÜÇÜK	İnfaz ve Koruma Memuru/Prison Guard	Burhaniye T Tipi Kapalı Ceza İnfaz Kurumu/Burhaniye T Type Closed Prison
19	Hasan CANYURT	Kurum Müdürü/Governor	Kars Açık Ceza İnfaz Kurumu/Kars Open Type Prison
20	Melis MERİÇ	Psikolog/Psychologist	Manisa Açık Ceza İnfaz Kurumu/Manisa Open Type Prison
21	Berfu ALTAY	Sosyal Hizmet Uzmanı/Social Worker	Dış İlişkiler Daire Başkanlığı/Foreign Relations Department in DGPDH
22	Gamze GÜNDOĞDU	Psikolog/Psychologist	Personel Daire Başkanlığı/Human Resources and Staff Department in DGPDH
23	Ezgi ÇETİNTÜRK	Psikolog/Psychologists	Dış İlişkiler Daire Başkanlığı/Foreign Relations Department in DGPDH





CORRECTIONS CAREERS

Annex 3.

Çalıştay Konuları/The Topics of Workshop

Grup 1: Mevcut personel kariyer imkanlarını nasıl değerlendiriyorsunuz? Olumlu ve olumsuz tüm görüşlerinizi iletiniz. (örneğin; personel işe alım, görevde yükselme ve unvan değişikliği gibi.)

Group 1 : How do you evaluate the current staff career opportunities and policies? Share your all positive and negative opinions about this issue. (e.g. personnel recruitment, promotion and title change.)

Grup 2: Çevrenizde aile ve arkadaşlarınızın işinize bakış açısı nasıldır? Bu konuda ne gibi yenilikler yapılması olumlu etkiler sağlayacak ya da artıracaktır, tartışınız.

Group 2: What is the perspective of your family and friends about your job? What kind of innovations will make positive effects or increase the positive effects on this subject, discuss your evaluations. (What is your and your colleagues think/say/do about career advice and guidance?)

Grup 3: Bulunduğunuz kurumda görevinizi yerine getirmek için yeterli imkanlar sağlanıyor mu? Yaşadığınız olumlu olumsuz deneyimleri tartışınız.

Group 3: Are there sufficient opportunities to fulfill your duty in your institution? According your experience of the positive or negative that you have had in the past, share your opinions and suggestions.

Grup 4: Size tam yetki verilecek olsa ceza infaz kurumu ve denetimli serbestlik müdürlüklerinde görev yapan personelin kariyer gelişimini destekleyecek ne tür imkanlar oluştururdunuz?



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



CORRECTIONS CAREERS

Group 4: If you were given full authority, what kind of opportunities would you create to support the career development of staff working in prison and probation institutions?

Grup 5: Kurumda göreve başladığınız günden itibaren verilen hizmet öncesi ve hizmet içi mesleki eğitimleri yeterli buluyor musunuz? Bu konudaki öneri ve düşüncelerinizi tartışınız.

Group 5: Do you find sufficient the pre-service and in-service trainings about your duties from the day you begin working at your institution. What are your thoughts and suggestions about this?

Written by Ezgi Çetintürk.



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication under the project CCJ4C 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.