



Pilot Program for Employment Transition

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I. Introduction

II. Goals

III. Participants

IV. Program contents and measures

V. Employment Transition Sub-program: Employment Seminar for Individuals Under Probation unemployment

I. Introduction

Employment serves as an indicator in predicting repeat offenses, yet the reasons that cause a convicted offender to be unemployed are complex. These reasons stem from society, family, and personal physical and mental wellbeing. For example, those who do not need to bear financial burdens do not need

to find work, and a loose, unorganized lifestyle may easily lead them into drug abuse and further criminal offenses. Furthermore, many convicted offenders come from the lower strata of society, have inadequate learning and social skills, and even require assistance to fill out simple CVs; these people naturally face heavy obstacles in finding a job. Lastly, many former convicts have

1. Authored by Probation Officer.

Taipei District Prosecutors Office Work Force Rehabilitation Flow Chart



low self-confidence, and do not dare to enter into the job market. Many former convicts have trouble controlling themselves and their emotions, have a low tolerance for pressure and frustration, or have low empathy, and often return to being unemployed due to maladjustment. For former convicts like these, simply offering them job opportunities is not enough; they require specialized, long-term guidance, education, and counseling, to enable them to learn and

grow during their rehabilitation, and to eventually find the will and ability to enter into the job market. Followup counseling is also needed to gather feedback, and to adequately remedy their employment prospects in the long term.

II. Goals

Individual offenders on probation under the jurisdiction of the Taipei District Prosecutors Office and rehabilitating



former offenders under the watch of the Taiwan After-Care Association who have not been able to find employment for a prolonged period receive long-term educational counseling, encouragement, employment guidance, job training, and other methods for employment transition measures. These methods aim to help individuals learn, find stable employment, and ultimately prevent repeat offenses.

III. Participants

Participants include individuals on probation under the jurisdiction of the Taipei District Prosecutors Office, the rehabilitated under the watch of the Taipei branch of the Taiwan After-Care Association, or their family members, who meet any one of the following criteria. These encompass individuals who are in financial trouble due to temporarily being unable to gain employment, or individuals who are the main breadwinner in their families, and who are unable to immediately find employment due to extraordinary circumstances. Each individual case undergoes assessment; if accepted, relevant authorities will offer career training opportunities to help the individuals

gain a stable source of income, acquire a positive mindset for work, and adjust themselves to adapt to the workforce. Criteria include:

1. The rehabilitated who have just been released from prison, and are under financial hardship due to inability to find employment.
2. Individuals who have not held employment for a prolonged period, and need training to rejoin the workforce.
3. Individuals who have lost employment due to extraordinary circumstances, or who are unable to immediately seek employment due to extraordinary circumstances, and who are under financial hardship as a result.

IV. Program contents and measures

1. Group job counseling after release from prison: For individuals under probation, the Taipei Honorary Probation Officers Association and the probation office of the Taipei District Prosecutors Office holds a monthly seminar at the Taipei City Employment Services Office for those who are reporting to their probation officers for the first time.

This introduces them to employment services and job finding tools.

2. Referral from probation officers: When counseling individuals under probation, probation officers may evaluate those who require employment transition, and assess their willingness and needs.

3. After assessing each individual's willingness and needs, probation officers may accept or reject individual cases.

4. Accepting a case: After acceptance, the probation officer and probation assistant will assist the individual in the following four services:

Employment Group courses schedule		
Time	Content	Work assignment
9:00—9:30	Registration	Taipei District Prosecutors Office, Taipei Honorary Probation Officer Association
9:30—10:00	Introduction to employment services office Registration for employment services referral Introduction to employment services website	Taipei City Employment Services Office
10:00—11:00	Lecture: <ul style="list-style-type: none"> ● Introduction to job training ● How to prepare for a job interview ● How to avoid traps when seeking employment the mindset for employment ● Trends in the job market 	Taipei City Employment Services Office
11:00—11:20	Introduction to startup loans, Q&A with prize giveaway	Taiwan After-Care Association Taipei Branch
11:20-12:00	Individual counseling	Taipei District Prosecutors Office, Taipei Honorary Probation Officer Association



4 Dec. 2016, lecture by employment counselor



4 Dec. 2016, hands-on tutorial of job seeking tools



(1) Employment counseling: To prepare for employment and job interviews.

(2) Employment services:

i. The social labor workforce under the Taipei Department of Environmental Protection and the Taipei District Prosecutors Office offers individuals on-the-job learning opportunities in recycling, cleaning public areas, and community legal awareness programs. After each day, each individual is paid NT\$800 (comprised of NT\$400 in transportation expenses, NT\$160 for meals, and NT\$240 in financial assistance fees). This aims to help individuals gain a habit for regular work, the mindset required in the job market, and even acquire necessary skills.

ii. The probation office assigns each individual to a specific workforce, and provides contacts to the workforce. After the individual and the workforce both agree, the probation office issues a referral notice that specifies the date for the individual to report to the workforce; after the term of employment expires, the individual reports back to the probation office. Individuals should insure themselves, and are required to sign a statement agreeing to the

workforce's rules, methods, and times. To receive payment, individuals need to check in for each half day of their service, and their work should be supervised and approved by the relevant authority.

iii. On-the-job learning should be limited to non-weekend daytime.

iv. The responsible probation officer evaluates each individual monthly. If any unexpected circumstance occurs during on-the-job learning, the probation assistant should immediately report back to the probation office; individuals who are thus disqualified are immediately stripped of their on-the-job learning qualifications, with no objections to be held.

(3) Employment assistance: Individuals are referred to employment service offices, and receive employment guidance and assistance. Employment services personnel help connect individuals to job opportunities, and track each individual's progress.

(4) Skill training: skill training is offered by either the Taipei Vocational Development Institute, or by the Taipei District Prosecutors Office in conjunction with

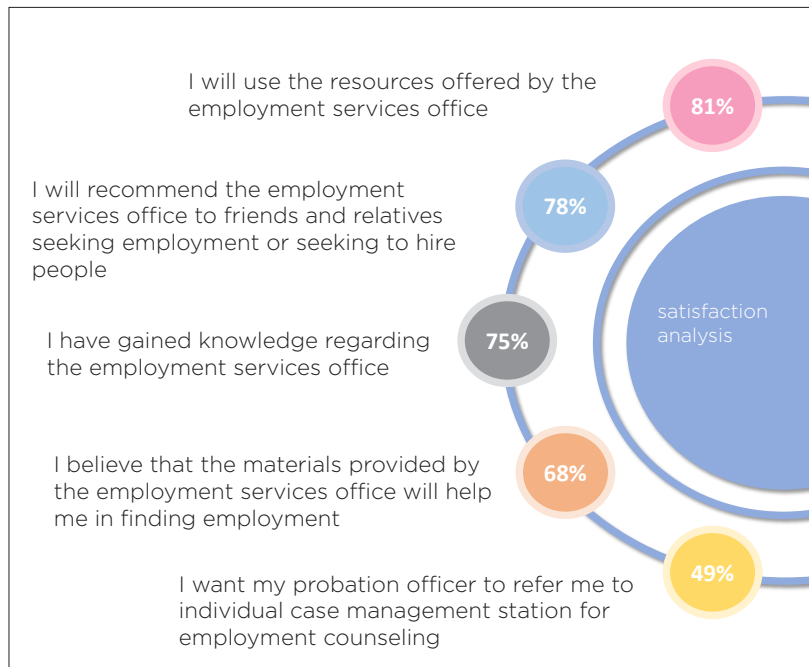
judicial protection offices. Skill training assists individuals in acquiring job skills or professional certificates, thereby improving their abilities to find employment.

5. Followup monitoring: For those who have found employment or who have undergone job and skill training, personnel at each referral authority or employment service office should monitor their progress.

V. Employment Transition Sub-program: Employment Seminar for Individuals Under Probation un-

employment

Since an individual's employment status while under probation is related to his or her performance in everyday life, it is necessary to offer opportunities for employment or skill training to prevent repeat offenses. These seminars offer employment or skill training opportunities to recently parole or other unemployment individuals under probation, to improve their willingness in becoming employed, and thus prevent them from repeat offenses.



Evaluation of employment seminar