



# HOW TO IMPLEMENT A MENTORING SYSTEM FOR PROBATION STAFF TRAINING - THE FRENCH EXPERIENCE





# French correctional administration organisation



## MINISTRY OF JUSTICE



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graph TD; MJ[MINISTRY OF JUSTICE] --- NPAS[NATIONAL PENITENTIARY ADMINISTRATION SCHOOL]; MJ --- PAD[PENITENTIARY ADMINISTRATION DIRECTORATE]; PAD --- RD[REGIONAL DIRECTORATES]; RD --- PRS[PROBATION AND REHABILITATION SERVICES]; RD --- P[PRISONS];
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The diagram illustrates the organizational structure of the French correctional administration. At the top is the Ministry of Justice, which oversees two main entities: the National Penitentiary Administration School and the Penitentiary Administration Directorate. The Penitentiary Administration Directorate further oversees Regional Directorates, which in turn manage Probation and Rehabilitation Services and Prisons.

**NATIONAL  
PENITENTIARY  
ADMINISTRATION  
SCHOOL**

**PENITENTIARY  
ADMINISTRATION DIRECTORATE**

**REGIONAL  
DIRECTORATES**

**PROBATION AND  
REHABILITATION  
SERVICES**

**PRISONS**



# Recruitment and training of the probation officer in France

- competitive exams

All kinds of background : law, history, psychology...

Level required : bachelor or 4 years work-experience as civil servant

Principle: training of 2 years

Sandwich courses : périodes in internship in probation services and périodes at ENAP

Trainers : penitentiary staff who passes a competitive exam and undergoes a training + experts when specific knowledge required



# The organisation of the PO's training

PRO- MOTION	AOUT 2024		sept-24				oct-24			nov-24		DECEMBRE 2024										janv-25			
	21-23	26-30	02-06	09-13	16-20	23-27	30-04	07-11	14-18	21-25	28-01	04-08	11-15	18-22	25-29	02-06	09-13	06-20	23-27	30-03	06-10	13-17	20-24	27-31	
CPIP 29			CYCLE 1				STAGE MILIEU CARCERAL retour évaluation 04/10	CYCLE 2			CONGES ANNUELS	STAGE DECOUVERTE SPIP retour évaluation 22 /11			CYCLE 3 02/12/2024: engagement de servir				CONGES ANNUELS 25/12 et 01/01 : férié		CYCLE 4				
PRO- MOTION	FEVRIER 2025				mars-25				avr-25				mai-25				juin-25				juil-25				
	03-07	10-14	17-21	24-28	03-07	10-14	17-21	24-28	31-04	07-11	14-18	21-25	28-02	05-09	12-16	19-23	26-30	02-06	09-13	16-20	23-27	30-04	07-11	14-18	
CPIP 29	STAGE TJ retour évaluation 07/02	CONGES ANNUELS	STAGE DE MISE EN SITUATION retour évaluation 28/03					CYCLE 5 Férié 21/04				CONGES ANNUELS 01/05 férié	CYCLE 5 08/05 :férié+ 09/05:1 CA	STAGE DE MISE EN SITUATION 2 29/05: férié + 30/05: 1 CA pont ascension + 1 CA - 09/06 journée solidarité retour évaluation 13/06					CYCLE 6 épreuve orale du 23 au 27 juin COMAPRO le 01/07			CONGES ANNUELS			
PRO- MOTION	JUILLET		AOUT 2025				SEPTEMBRE 2025				OCTOBRE 2025				NOVEMBRE 2025				DECEMBRE 2025						
	21-25	28-01	04-08	11-15	18-22	25-29	01-05	08-12	15-19	22-26	29-03	06-10	13-17	20-24	27-31	03-07	10-14	17-21	24-28	01-05	8-12	15-19	22-26		
CPIP 29	CYCLE 6		CONGES ANNUELS (15/08 jour férié)			CONGES ANNUELS du 25 au 27 août SP 1 à partir du 28 août 14h	STAGE DE PROFESSIONNALISATION 1 début de stage le 28 août à 14h retour évaluation 24/10							CONGES ANNUELS (01/11 : férié)	CYCLE 7 (11/11 jour férié)			STAGE DE PROFESSIONNALISATION 2 fin de stage le 19 décembre à 17h			CONGES ANNUELS				
PRO- MOTION	JANVIER 2026					FEVRIER 2026				MARS 2026				AVRIL 2026					MAI 2026						
	29-02	05-09	12-16	19-23	26-30	02-06	09-13	16-20	23-27	02-06	09-13	16-20	23-27	30-03	06-10	13-17	20-24	27-01	04-08	11-15	18-22	25-29			
CPIP 29	CONGES ANNUELS	STAGE DE PROFESSIONNALISATION 2 reprise du stage le 5 janvier à 9h retour évaluation 20 /02					STAGE PARTENAIRE	CYCLE 8 02/03: retour écrit du projet professionnel		CONGES ANNUELS	STAGE DE PROFESSIONNALISATION 3 (06/04 - 01/05 - 08/05- 14/05 fériés + 1 CA 15/05 pont de l'Ascension) retour évaluation 22 mai									CONGES ANNUELS (25/05 : journée de solidarité)					
PRO- MOTION	JUN 2026					JUILLET 2026				AOUT 2026				sept-26											
	01-05	08-12	15-19	22-26	29-03	06-10	13-17	20-24	27-31	03-07	10-14	17-21	24	25-01											
CPIP 29	STAGE DE PROFESSIONNALISATION 4  SOUTENANCE du 01 au 05 juin 2026 COMAPRO le 16/06					CYCLE 9 Férié 14/07+ 1 CA le 13/07		CONGES ANNUELS					DELAIS DE ROUTE		Prise de poste le mercredi 02 septembre 2026 pour les CPIP 29										

Prise de poste le mercredi 02 septembre 2026 pour les CPIP 29

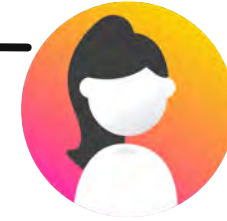


# One trainee, one team



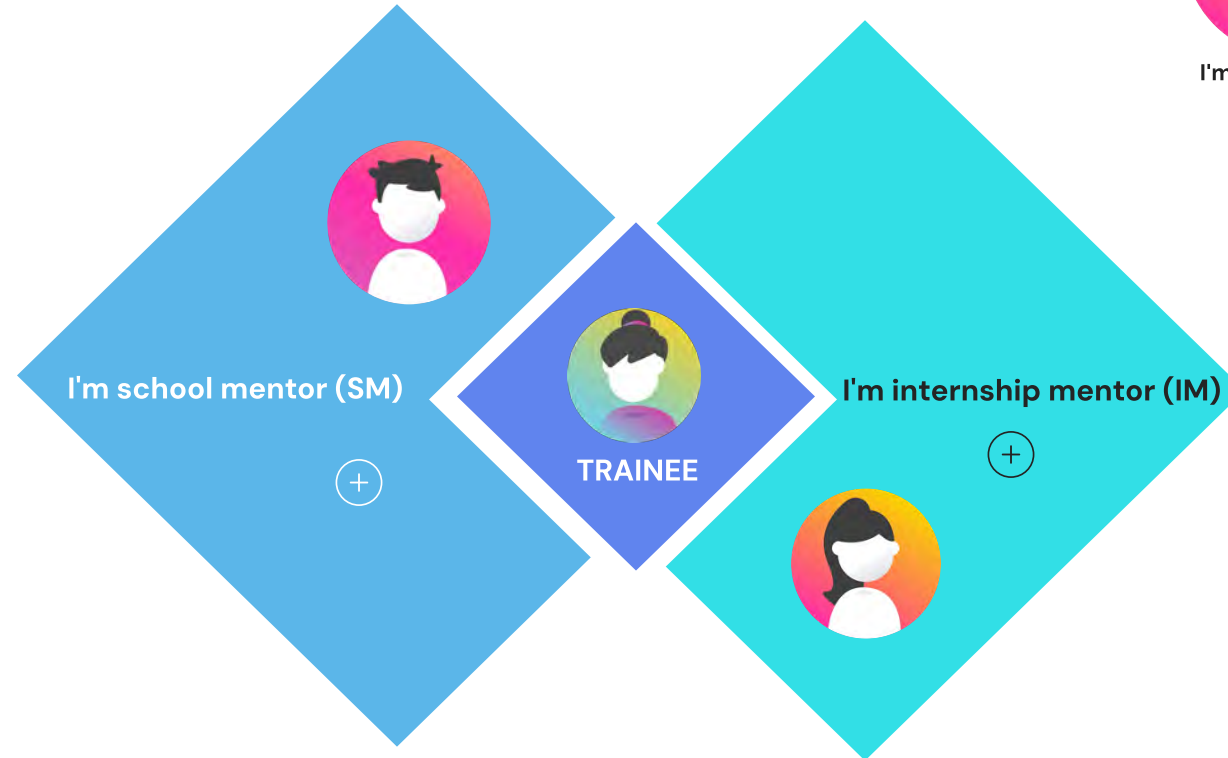
**I'm part of probation officer training unit in French correctional school**

I manage the engineering and training organization, and I ensure the link between school, training place, régional board of training and trainee



**I'm part of régional training board**

I manage the organization of internships (census, mentors...). I organize and lead training courses for mentors. I ensure the link between school, training place, régional board of training and trainee



**I am probation director**

I organise the internship, I supervise internship mentors, I evaluate the trainees and I ensure the link between school, training place, régional board of training and trainee



# MENTORING IN SCHOOL

**WHO ?**



**WHAT ?**



**WHAT FOR ?**



**HOW?**





# MENTORING IN INTERNSHIP

**WHO ?**



**WHAT ?**



**WHAT FOR ?**



**HOW?**





# ISSUES OF MENTORING

- A big diversity in trainees profiles
- Posture of the mentors
- Choice of the mentors
- Relationship mentor/ trainee



# SOLUTIONS



Increasing the number / training of mentors

Enhance meeting enap/ trainer officer/ mentors

RPO : national guidelines

Electronic notebook

Change of mentors

Trainer officer at the interregioanl directorate

# CHALLENGES



Clash of generations

How to engage the trainees in their training: too much mentoring?

Enhance the link ENAP/probation services





# Thanks for your attention!

