

# Programme

## 8. Forum on Prison and Probation

I work, therefore I am? Perspectives in the professional worlds of prison and probation

19. – 20. November 2025

Eventfabrik Bern



# Cooperation

The eighth Forum on prison and probation, organised by the Swiss Centre of Expertise in Prison and Probation SCEPP is being held in cooperation with the team72 association and the Timpson Foundation, with a focus on work resettlement. The SCEPP also collaborates with the Confederation of European Probation CEP with the presentation of preliminary results of the «European Survey of Probation Staff's Stress and Morale» as well as with the University of Bern, presenting findings of the long-term survey «Working in the Swiss correctional system: A survey of staff members», regarding staff wellbeing and commitment of staff.

## Conference theme

The theme of this year's Forum on Prison and Probation is "I work, therefore I am? Perspectives in the professional worlds of prison and probation". The Forum on Prison and Probation addresses the topic of work and its significance in prison and probation, examining it from the perspectives of inmates, clients of the probation service and staff working in prison and probation. The Forum on Prison and Probation focuses on two key topics, on which experts provide in-depth insights:

- **Work and employment as key components of reintegration – opportunities and perspectives**  
The prison and probation services have a legal mandate to reintegrate individuals into society and to ensure safety and security. Working, having regular employment, acquiring skills and abilities or gaining a professional qualification are only a few of the elements that can facilitate reintegration into social life. What is the significance of work, employment and education during deprivation of liberty? And how can people continue to be supported after their release from custody? Current projects, good practices and challenges will be presented.
- **Prison and probation as an employer – taking stock of the current situation and potential for development**  
The second thematic focus is dedicated to the staff working in the field of prison and probation. Prison and probation is a diverse and demanding professional field that faces various challenges. Personnel development, a shortage of qualified personnel and limited resources are but a few examples. The thematic focus takes stock of the current situation in this respect in and identifies possible areas of development. What makes careers in prison and probation exciting? What kind of education will be required for employment in the prison and probation services of tomorrow? And how can we ensure that staff are supported in these demanding areas of work? Good practices and innovative approaches will also be presented as part of the second thematic focus.

## Conference objective and target audience

The Forum on Prison and Probation aims to identify best and innovative practices in the prison and probation field, while also providing international perspectives and promoting the development of prison and probation practice on the whole.

The conference is aimed at employees from all areas and professional groups working in prison and probation, as well as experts, researchers and decision-makers representing authorities and from the political world who have an interest in the topic "Working in prison and probation".

Participants will expand and deepen their knowledge through professional dialogue and input from presentations and workshops. The professional approaches and experiences of Swiss and foreign representatives from practice and research will be conveyed in a way that benefits all participants.

# Programme

Wednesday, 19 November 2025

09:30

## Word of welcome from SCEPP

- Patrick Cotti, Director, SCEPP

## Introduction

- Laura von Mandach, Head of Analysis and Practice Development, SCEPP

09:40 – 12:00

## Perspectives and challenges of work reintegration

09:40 - 10:05

Keynote presentation: *Between the re-education of inmates and prison financing: The history of work in prison and probation*

- Alix Heiniger, Assistant Professor, Department of Contemporary History, University of Fribourg

10:05 – 10:25

Three perspectives: *Work integration from the perspective of prisoners, the reality of prison life and labour market logic*

- Claudio Carletti, Co-Managing Director and Head of Unit at time2work, team72, Zurich

10:25 – 10:45

Timpson - *The societal and commercial benefits of hiring prison leavers*

- Darren Burns, Head of Timpson Foundation, United Kingdom

10:45 – 11:15

Break and opening of the Showroom

11:15 – 11:35

Vocational training and qualification opportunities for inmates in the Swiss penal enforcement system: *Survey and initial findings*

- Daniela Bötschi, work reintegration expert and job coach, Hindelbank Penal Institution

11:40 – 12:00

Education and micro-credentials in deprivation of liberty - *an experience report*

- Chantal Braun, Head of Vocational Integration, Innovation and Development Office, Canton of Geneva.

12:15 – 13:20

Lunch /Showroom

13:30 – 14:20

**Workshop round 1**

Five workshops will be offered in parallel. Each workshop lasts 50 minutes.

14:30 – 15:20

**Workshop round 2**

Five workshops will be offered in parallel. Each workshop lasts 50 minutes.

15:20 – 15:50

**Break and Showroom**

15:50 – 16:20

**Panel: How can sustainable work reintegration be achieved?**

- Raphaël Brossard, Head of the Prison and Probation Service, Canton of Vaud, Vice-President of the Conference of Cantonal Directors of Prison and Probation Services
- Silvia Hilber, Head of Probation Services, St. Gallen Prison and Probation Service
- Claudio Carletti, Co-Managing Director and Head of Unit at time2work, team72, Zurich
- Moderator: Stefan Weiss, Managing Director of the Concordats on the Execution of Sentences of Eastern Switzerland and Northwestern & Central Switzerland

16:20 – 18:00

**The prison and probation sector as an employer**

16:20 – 16:50

**Keynote: Current trends and developments from an HR perspective**

- Martina Zölch, Professor, Institute for Human Resource Management and Organisation, University of Applied Sciences and Arts Northwestern Switzerland

16:55- 17:10

**“When I grow up, I want to be a prison officer”:****A situation analysis of careers in prison and probation**

- Michèle Métrailler, Sociologist, Bern

17:10– 17:25

**“How organisational development ties in with staff retention”**

- Francesco Castelli, Director, Criminal Measures Centre for Young Adults Arxhof

17:30- 17:40

**The potential of socio-professional support - an interview**

- Annelaure Pittet, Supervisor - Coach / Adult Educator, Rolle
- Daniel Lambelet, Honorary Professor, Lausanne University of Applied Sciences, School of Social Work and Health

17:50

**Word of welcome**

- Andreas Michel, President of the Foundation Board, SCEPP

**Followed by a reception until 19:30**

## Thursday, 20 November 2025

08:00 - 08:40

Showroom with coffee and Swiss croissants

08:45 – 12:40

### The prison and probation sector as an employer

08:45 – 09:05

Working in the Swiss prison and probation service: Findings from 12 years of staff surveys

- Anna Isenhardt, Professor of Social Work, Kiel University of Applied Sciences, Germany

09:05 – 09:20

Research and practice in dialogue: What is the state of our staff's health?

- Nora Affolter, Scientific Adviser, Zurich University of Applied Sciences – ZHAW
- Stéphanie Habersaat, Associate Psychologist, Institute of Forensic Psychiatry, Lausanne University Hospital (CHUV)

09:20 – 09:40

Probation Staff's Stress and Morale: Initial findings of the CEP Survey for Europe and Switzerland

- Charlie Brooker, Honorary Professor, University of London

09:40 – 10:00

Break and Showroom

10:10 – 10:50

### Workshop round 3 / Showroom

Five workshops will be offered in parallel. Each workshop lasts 40 minutes. Alternatively, you can visit the Showroom.

11:00 – 11:40

### Workshop round 4 / Showroom

Five workshops will be offered in parallel. Each workshop lasts 40 minutes. Alternatively, you can visit the Showroom.

11:50 – 12:00

Lived experience: What does professionalism mean from the detainee's perspective? - An interview

- Darren Burns, Head of Timpson Foundation, United Kingdom
- Hansjürg Geissler, Management, Training, Consulting, 45plus, Fairness at work gmbh, Bern

12:00 – 12:30

**Panel: Right person for the right reason: The art of achieving staff retention the “right” way**

- Romilda Stämpfli, Head of Office at the Prison and Probation Service of the Canton of Berne, and President of the Conference of Cantonal Directors of Prison and Probation Services
- Charles Jakober, Director of Solothurn Penal Institution
- Darren Burns, Head of Timpson Foundation, United Kingdom
- Moderator: Hansjürg Geissler, Management, Training, Consulting, 45plus, Fairness at work gmbh, Bern

12:30 – 12:40

**Closing remarks**

- Isabel Baur, Scientific Adviser, SCEPP
- Patrick Cotti, Director, SCEPP

## Programme topics

### Plenary session

At the eighth Forum on Prison and Probation, the priority topics will be presented in the form of presentations and discussions in plenary sessions.

### Workshops

Workshops by experts and researchers will be offered on both days. The workshops allow both in-depth discussion of the short presentations and discussion of other aspects of the priority topics. Two rounds of workshops will be offered on Wednesday afternoon and a further two on Thursday.

### Showroom

The Showroom consists of a selection of stations and situations which allow participants to engage in interactive activities relating to the Forum on Prison and Probation theme.

# Organisational matters

## Venue

[Eventfabrik](#), Fabrikhalle 12, Fabrikstrasse 12, 3012 Bern

## Conference languages

The conference languages are German, French and English. All presentations in the plenary session will be held with simultaneous interpretation in these languages; a limited number of workshops will also be held with simultaneous interpretation in German, French and English.

## Participation fees

**Forum on Prison and Probation CHF 280.-**

The participation fee for Forum on Prison and Probation 2025 (19 and 20 November) is CHF 280. The fee includes catering during the coffee breaks and lunch as well as the reception on 19 November 2025.

## Registration

Please register via the [Forum ticketing platform](#). Confirmation of participation will be sent once your registration has been received. The event will be held exclusively on site.

**The closing date for registration is 27 October.**

## Accommodation

**Accommodation not included in participation fees.**

Accommodation can be booked [here](#). The hotel rooms reserved for participants will be held until 20 October 2025. After this date, bookings can no longer be made directly via the booking link.

Bern Welcome  
Tel. +41 (0)31 328 12 70  
[www.bern.com](http://www.bern.com)

## Cancellation

If you are unable to attend, please inform us by email at [events@skjv.ch](mailto:events@skjv.ch). Please note that the participation fee cannot be refunded for cancellations after 31 October 2025.

## Contact

Swiss Centre of Expertise in Prison and Probation – SCEPP  
Av. Beauregard 11  
CH-1700 Fribourg  
+41 26 425 44 05  
[events@scepp.ch](mailto:events@scepp.ch)  
[www.scepp.ch](http://www.scepp.ch)

## Cooperating partner

[Confederation of European Probation  
CEP](#)



[team72](#)



[Timpson Group](#)



[University of Bern](#)



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