

# Mentoring in the Finnish Probation System

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# The steering, guiding and mentoring model and levels in the Finnish probation system

## National level

- Resources, budget, programme work, rehabilitation services, working methods, quality, co-operation with other stakeholders, juridical matters, digitalisation, etc.
- Policy making, setting national goals, evaluations, facilitating, coordinating cross-sectional co-work, coaching, writing handbooks, training

## Regional level

- Led by regional manager, resources and staff and responsibility of leading the work according to national goals and guidelines
- Consist of remand detention facility, open and closed prisons and a probation office. Each has a Head of Unit.

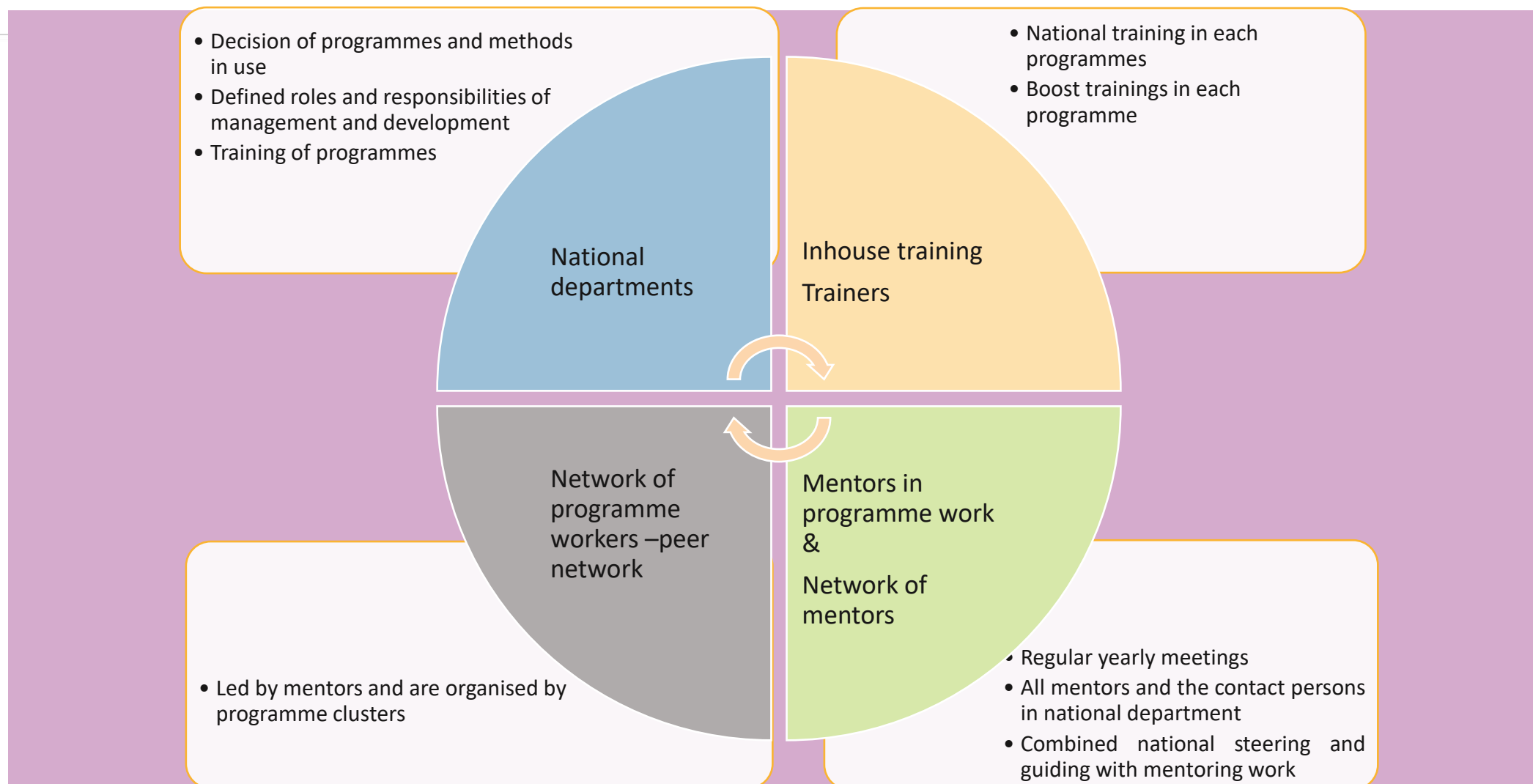
## Local level

- The probation offices, in some several office spaces in different cities.
- Head of and Deputy Head of the probation office – responsibility to lead and guide the client work according to national and regional goals and guidelines
- Senior probation official, guiding and mentoring the everyday client work

### National recommendations in probation work

- The content of the client work (methods, programmes, intensity, interagency co-work principles, working alliance, client involvement, handling breaches, legitim use of authority position)
- The steering and guiding process and levels in probation work
- The working processes in different community sanctions and measures

# Finnish way of steering, guiding and mentoring in programme work



# Focal points in programme work

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## **Program work is important mean in the rehabilitation process**

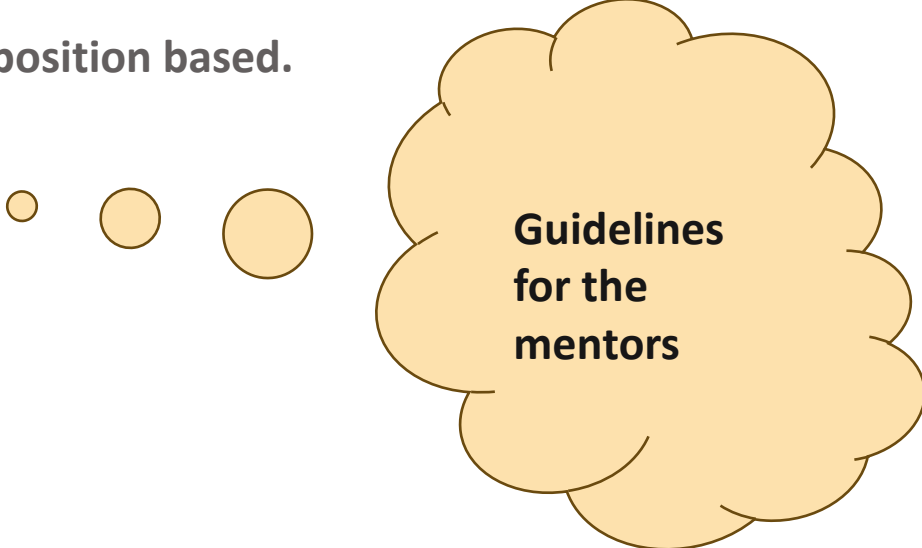
- Providing right number of programs according to clients risks and needs
- Providing appropriate program in the right time frame of rehabilitation process

## **Main approach on program mentoring is skill and program based, not position based.**

- Working over probation office and prison boundaries,
- Face to face, online, hybrid

## **Current focal points**

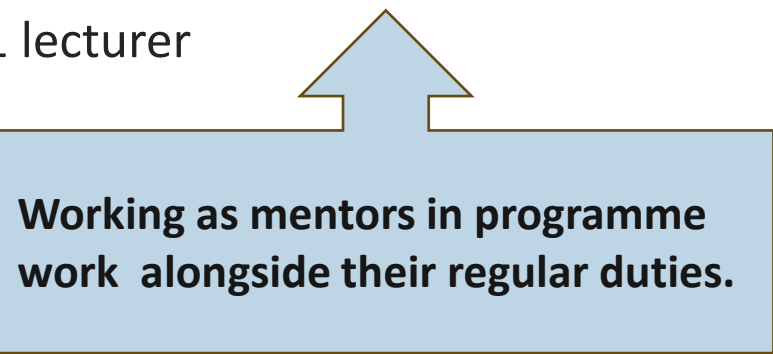
- Enhancing group work with online and hybrid solutions
- Sexual, domestic and other violent behaviour, substance abuse



**Guidelines  
for the  
mentors**

## Different positions of Finnish mentors in programme work

- 1 correctional officer
- 11 probation official
- 1 instructor and 5 senior instructors
- 2 psychologists
- 1 senior probation official
- 1 specialist and 1 senior specialist
- 1 lecturer



**Working as mentors in programme work alongside their regular duties.**

Probation specialist's/officer's/official's responsibilities are broad;

- Assessment work
- Case management
- Co-work with other stakeholders
- Evidence based one to one
- Work according to core correctional skills and supervision skills
- Programme work
- Rehabilitation work
- Etc.

No dedicated programme workers, who only facilitate programmes

“You can’t always see the forest for the trees”

How to keep the focus on right topics

Challenging cases

Capable  
Competent  
Mindful

# Meaning of mentoring in programme work

motivational skills  
program skills  
thinking skills  
social skills  
problem solving  
understanding theories  
self-managing skills  
facilitating skills  
etc.

helping  
guiding  
training  
advising  
experience  
sharing  
listening  
etc.

Distraction, economic issues,  
lack of different resources, different kind of resistance, etc.



R/SE

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Thank you

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