

## Site

Ingeus

## Name of project / initiative

Fit for Work programme

## Overview

Ingeus' Fit for Work programme is an 8-week course, with participants spending 1 day p.w. in small teams in the Peak District national park, repairing dry stone walls, and clearing paths and water courses – leading to L1 qualifications in environmental sustainability and dry stone walling, and a possible L2 in the latter. Participation is voluntary, and the course is popular – 43 people started in the 18 months to August 2023, with 95% engagement, and 35 qualifications achieved (with others in train). Anyone on probation, including high risk individuals, can take part. The course is an iteration of an approach in place for over 15 years, and is based on desistance theory, with a focus on helping participants: change their self-perception away from being an offender; build a sense of acceptance and belonging; and develop new interests and activities away from criminality; as well as gain qualifications, and develop general life skills (such as team work and communication skills).

## Its impact

The course's intended impacts are outlined above; and in line with that, Ingeus report that the programme has been transformative for many participants, including some especially challenging individuals.

## What's special about it

Ingeus believe that this approach is unique to them, and an example of best practice in engaging people on probation and supporting their desistance.

## Wider applicability

Ingeus believe this could be rolled out across the CJS, including offering it as a ROTL opportunity to people in prison.

## For more information:

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See also: [Knowx.uk/Ingeus-KBT23\(1\).pdf](https://www.knowx.uk/Ingeus-KBT23(1).pdf) [Fit for Work leaflet]