

In Numbers

Co-Financing Organisation
2020 Statistical Report

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HMPPS Co-Financing Organisation (CFO) accesses European Social Fund (ESF) monies to deliver the CFO3 programme as part of the Social Inclusion Thematic Objective for the 2014-2020 ESF programme. Policy led and output driven, as of March 2020 the CFO3 programme has delivered services to **69,818** participants in custody and community to move them closer to the labour market.

The CFO3 programme targets those offenders furthest away from, and who have difficulty accessing, the mainstream services currently available. By tackling a range of identified barriers, CFO3 programme providers prepare offenders for mainstream provision. CFO3 programme participants are generally unskilled, unqualified, unemployed or economically inactive and de-motivated. Drug and alcohol abuse, behavioural issues, problems with debt and housing alongside relationship issues and poor physical and mental health are common place.

Operational delivery is devolved via nine regional contracts across England (excluding Cornwall), split across four prime providers. CFO3 programme delivery is aimed at complementing existing provision, particularly education in prisons as well as other existing employment and skills services. As of March 2020 the CFO3 programme has moved or assisted **4,892** participants into employment. The CFO3 programme commenced in July 2015 and will run to August 2023.

More information about CFO3 services can be found at <https://www.co-financing.org/>

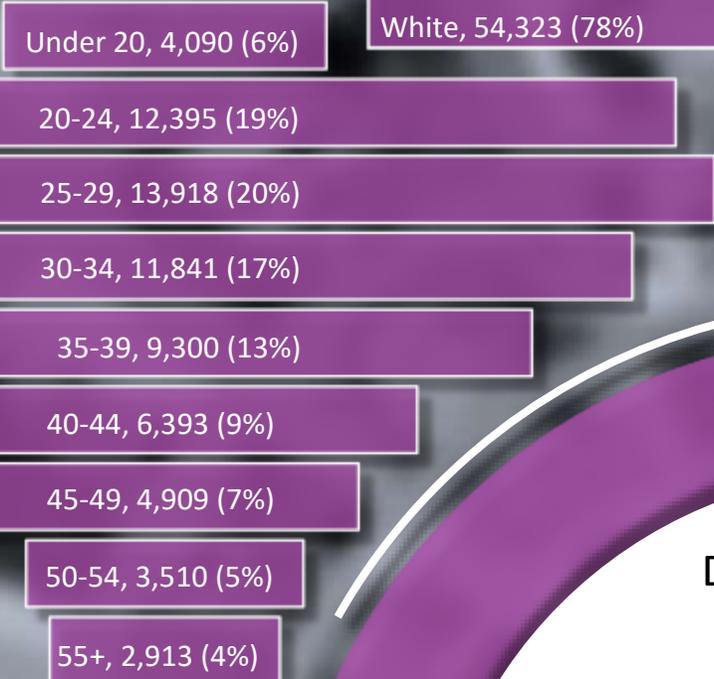


Mark Nickson – Head of CFO

Ethnicity

(10%)	(4%)	(4%)
Black, 6,971	Asian, 3,119	Mixed, 3,119
	(3%)	Other, 2,286

Age

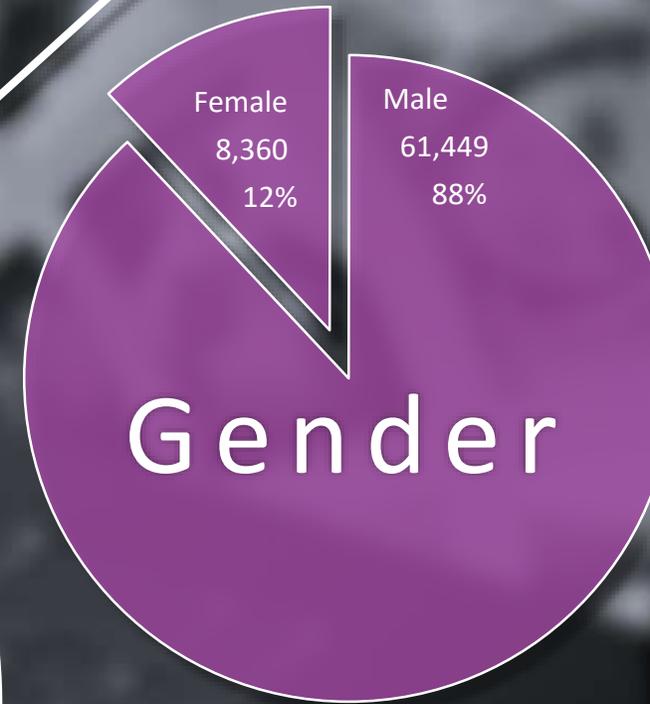


White, 54,323 (78%)

Demographic Profile

Participants on the CFO3 programme form a varied & diverse distribution that is largely reflective of the wider offender cohort that they come from. Due to the ESF eligibility criteria, there is a slightly reduced number of foreign nationals on the programme compared to the offender cohort in general. Additionally, some sub-projects may target specific age groups, BAME individuals or female offenders – inflating their numbers.

Gender



Please Note: Participants whose demographic information was not recorded/ disclosed are not included in these chart totals.

Geographical Coverage: Custody

36,194 (52%) participants were enrolled on the programme whilst being held in custody

North West

13 out of 16 prisons worked in.
At any given time, **15%** of prison population enrolled.
16% on CFO3 programme at time of release.

West Midlands

8 out of 12 prisons worked in.
At any given time, **10%** of prison population enrolled.
17% on CFO3 programme at time of release.

South West

8 out of 11 prisons worked in.
At any given time, **10%** of prison population enrolled.
14% on CFO3 programme at time of release.

North East

All 7 prisons worked in.
At any given time, **16%** of prison population enrolled.
19% on CFO3 programme at time of release.

Yorkshire & Humberside

10 out of 13 prisons worked in.
At any given time, **13%** of prison population enrolled.
16% on CFO3 programme at time of release.

East Midlands

9 out of 15 prisons worked in.
At any given time, **13%** of prison population enrolled.
15% on CFO3 programme at time of release.

East of England

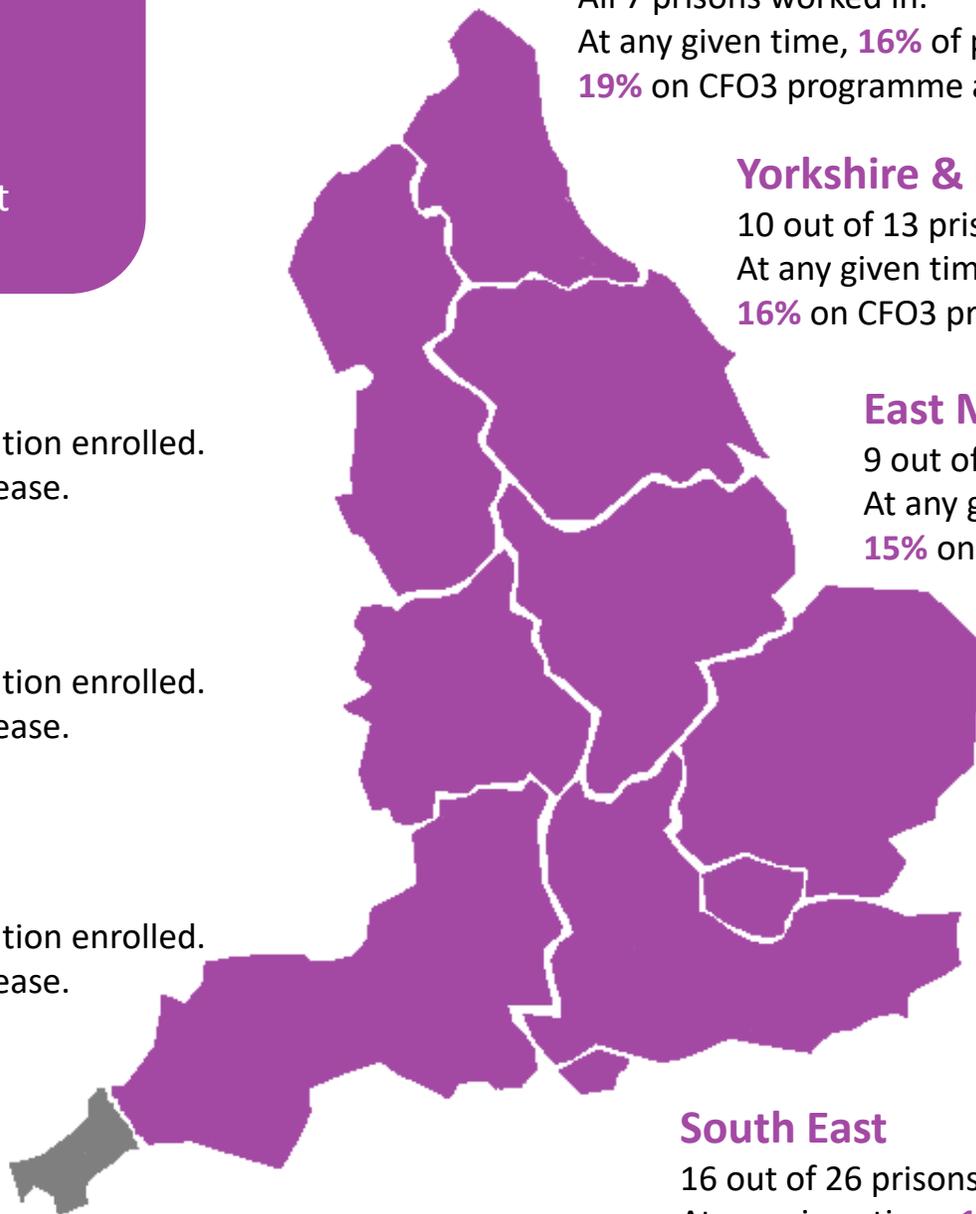
11 out of 14 prisons worked in.
At any given time, **8%** of prison population enrolled.
10% on CFO3 programme at time of release.

London

6 out of 9 prisons worked in.
At any given time, **6%** of prison population enrolled.
4% on CFO3 programme at time of release.

South East

16 out of 26 prisons worked in.
At any given time, **16%** of prison population enrolled.
13% on CFO3 programme at time of release.



Geographical Coverage: Community

33,624 (48%) participants were enrolled on the programme whilst in the community with probation

North West

At any given time, **13%** of probation caseload enrolled.
This ranges from **21%** in Copeland to **5%** in Eden.

West Midlands

At any given time, **13%** of probation caseload enrolled.
This ranges from **27%** in Telford & Wrekin to **7%** in Coventry.

South West

At any given time, **9%** of probation caseload enrolled.
This ranges from **15%** in West Devon to **2%** in East Dorset.

North East

At any given time, **15%** of probation caseload enrolled.
This ranges from **23%** in Northumberland to **11%** in Stockton-on-Tees.

Yorkshire & Humberside

At any given time, **13%** of probation caseload enrolled.
This ranges from **27%** in North East Lincolnshire to **7%** in Bradford.

East Midlands

At any given time, **14%** of probation caseload enrolled.
This ranges from **19%** in South Kesteven to **7%** in Daventry.

East of England

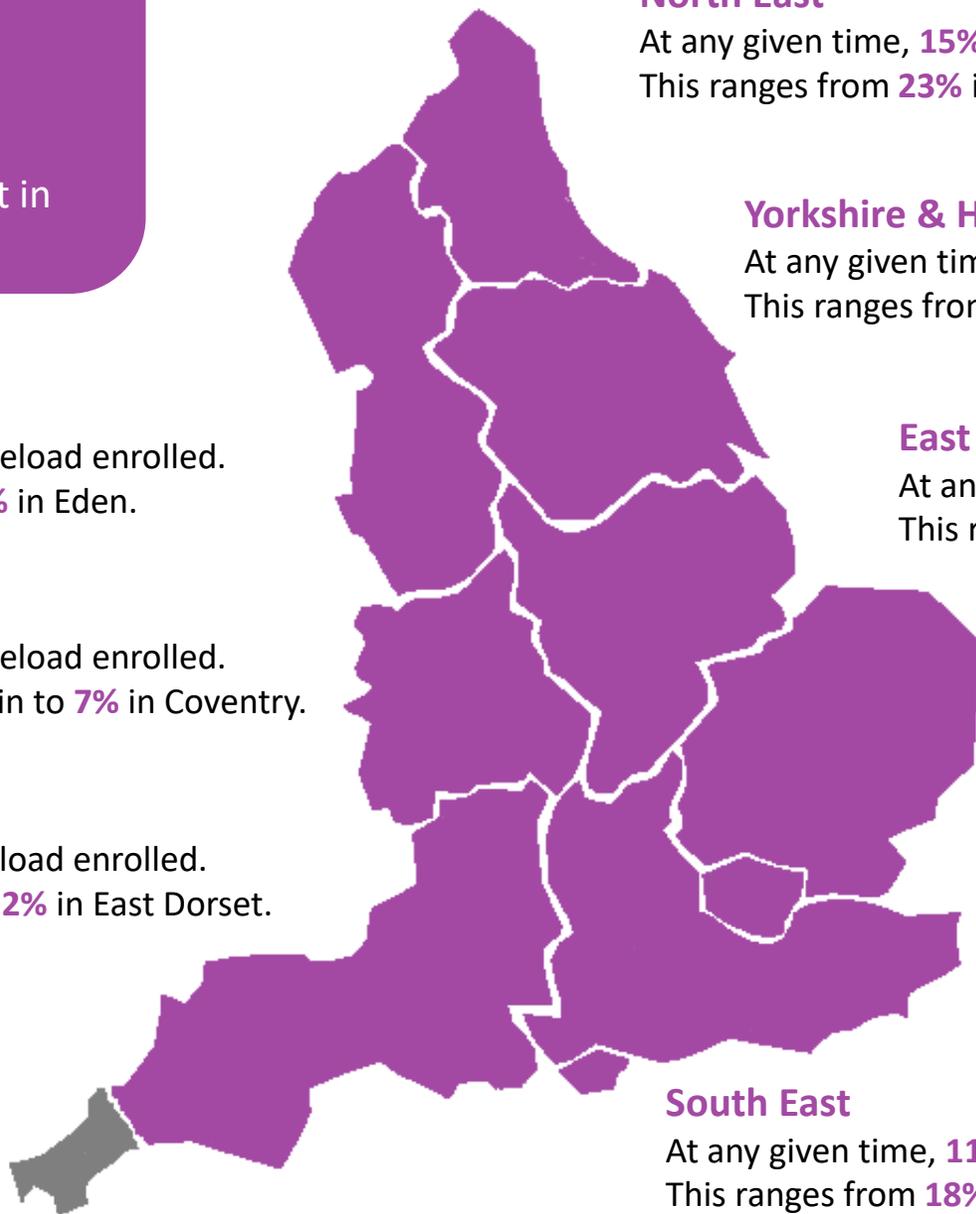
At any given time, **9%** of probation caseload enrolled.
This ranges from **20%** in King's Lynn & West Norfolk to **2%** in East Hertfordshire.

London

At any given time, **6%** of probation caseload enrolled.
This ranges from **11%** in Havering to less than **1%** in Richmond-upon-Thames.

South East

At any given time, **11%** of probation caseload enrolled.
This ranges from **18%** in Maidstone to **3%** in the Isle of Wight.

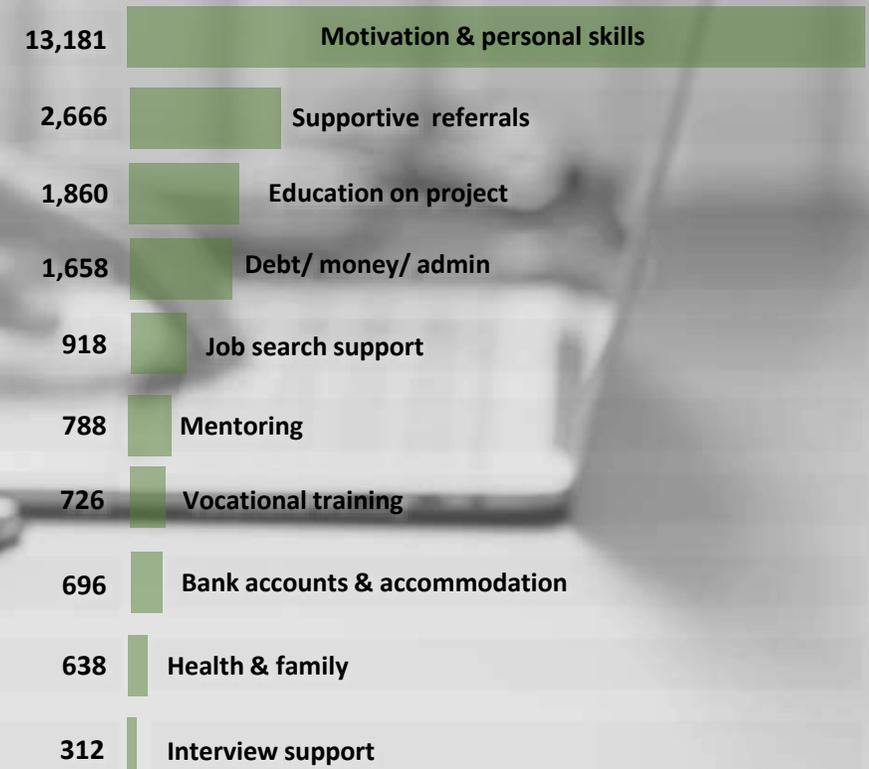
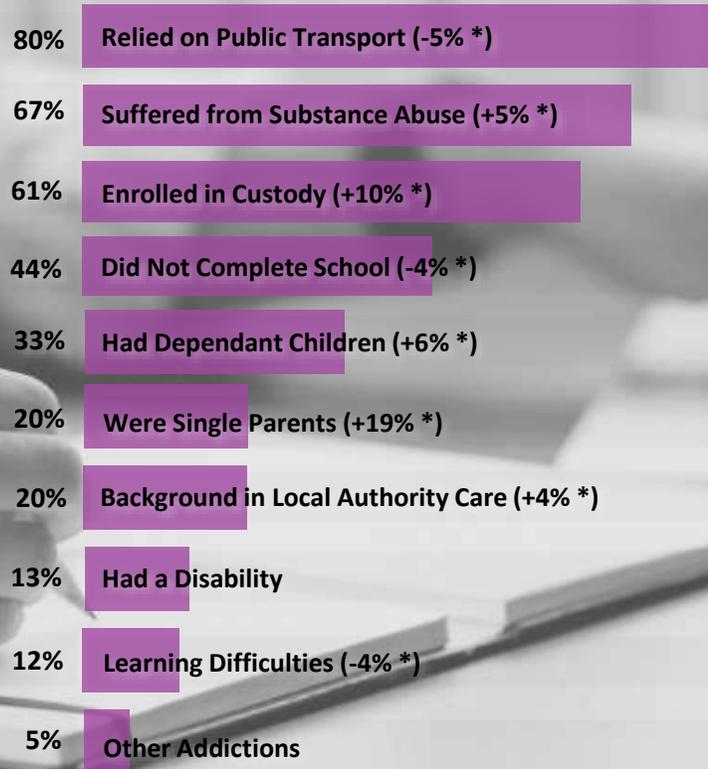


In Focus

Female Participants

Female participants faced a variety of problems and barriers to employment.

CFO3 provided over **23,000** training courses to help female participants. Most completed multiple courses.



Enrolled: 8,360

Received support: 6,192

Left to education: 201 (+0.5% *)

Left to employment: 273 (-5% *)

Still on programme: 3,277

CFO3 helped **273** female participants to find a job with **3,277 (39%)** still on the programme.

* Indicates statistical significance when measured against male participants.



06

Needs



Enrolment Status:

- Struggling with bills and rent arrears
- Problems with child support
- Alcohol and drug addictions
- Abusive relationships
- Personal hygiene and presentation problems

CFO3 Support Provided:

- ✓ Child support meetings attendance
- ✓ Substance abuse assessment
- ✓ Specialist support referral: Substance abuse
- ✓ Specialist support referral: Relationships
- ✓ Help to obtain tenancy legal support
- ✓ Specialist support referral: Finances
- ✓ Help with budget plan
- ✓ Specialist support referral: Benefits
- ✓ Specialist support referral: Accommodation
- ✓ Helped to obtain universal credit
- ✓ Support to attend company recruitment days
- ✓ Confidence building
- ✓ Assistance with job application forms
- ✓ Interview practice and techniques

Achievements



- ✓ Personal presentation course
- ✓ Money management course
- ✓ Completed attitude and life skills feedback
- ✓ Attitude and life skills: Time keeping
- ✓ Short course: Home achievement programme
- ✓ Attitude and life skills: Goal setting
- ✓ Attitude and life skills: Parenting
- ✓ Completed a CV
- ✓ Education and training: Personal development
- ✓ City and Guilds: Customer service
- ✓ Completed job searches
- ✓ Attended interviews

✓ Secured employment!

Enrolment

18 Months

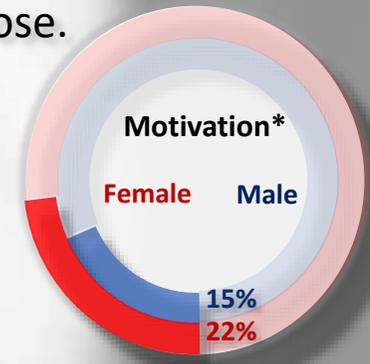
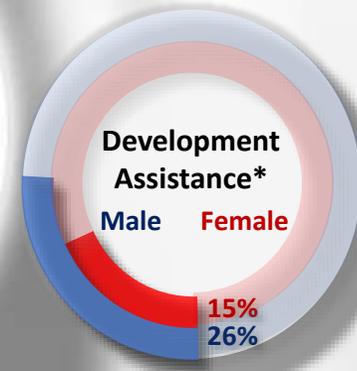
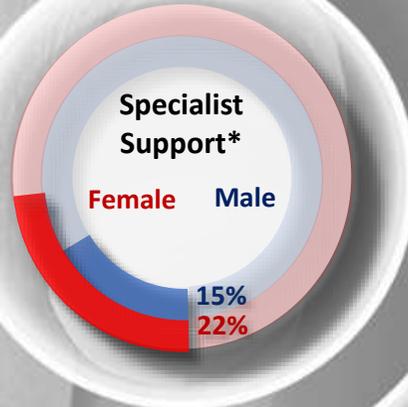
Employment

Male & Female Participants

Men and Women often had different needs.

This was demonstrated by the training they chose.

Comparisons

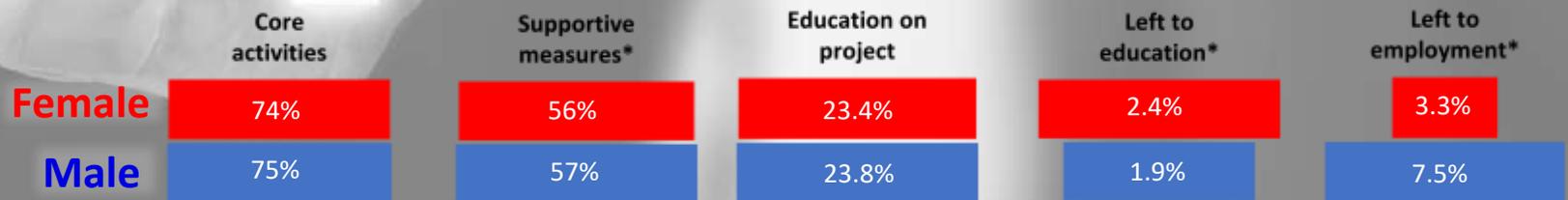


CFO3 Enrolments

Female: 8,360
Still active: 3,277

Male: 61,449
Still active: 23,889

These differences were reflected in the progress they made on the project.



* Indicates statistically significant difference between female and male participants.



08

Needs



Enrolment Status:

- Background in local authority care
- Struggling with jealousy and anger problems
- In relationship with dependant child
- Alcohol and drug addictions
- Suffers from paranoia and negativity
- Debt problems
- Wants to be a good role model

CFO3 Support Provided:

- ✓ Assistance to clarify personal objectives/ goals
- ✓ Helped to boost sense of self confidence
- ✓ Support with drug use and relapse prevention
- ✓ Benefit advice
- ✓ Disclosure advice
- ✓ Help to obtain ID
- ✓ Provided mentor
- ✓ Help to identify transferable skills
- ✓ Assistance to prepare for release from custody
- ✓ Support with CV creation
- ✓ Helped to create a debt repayment plan
- ✓ Support with anti social behaviour problems
- ✓ Financial support for interview clothing
- ✓ Assistance to identify job vacancies
- ✓ Interview practice and techniques

Achievements



- ✓ Attitude and life skills: Confidence building
- ✓ Completed attitude and life skills feedback
- ✓ Attitude & life skills: Motivation
- ✓ Attitude & Life Skills: Mentoring
- ✓ Attitude and life skills: Problem solving
- ✓ Developing assertiveness training course
- ✓ Education and training: Site safety course
- ✓ Completed a CV
- ✓ Education and training: Tenancy skills
- ✓ Interview training
- ✓ Completed job searches
- ✓ Attended interviews

✓ Secured employment!

Enrolment

16 Months

Employment



25%

17,144
Had never been in work before

14%

9,537
Needed help with computer skills



88%

61,619
Did not have a current CV

68%

47,485
Did not have a valid driving licence



Education & Qualifications

Most of the CFO3 programme's participants faced significant barriers to employment due to their general lack of education, qualifications and basic skills. All participants were unemployed or economically inactive before coming on to the programme, with the majority not having worked for several years if at all.



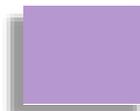
48%

33,369 Never finished their formal school education



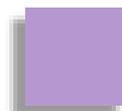
36%

25,282 Started the programme with no qualifications



11%

7,715 Had problems with reading such as dyslexia



9%

6,508 With learning difficulties required extra support



2%

1,589 Reported problems with writing things down



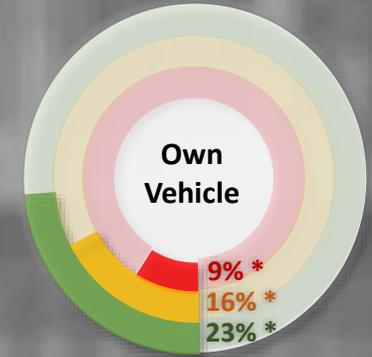
0.9%

600 Stated struggling with counting and using numbers

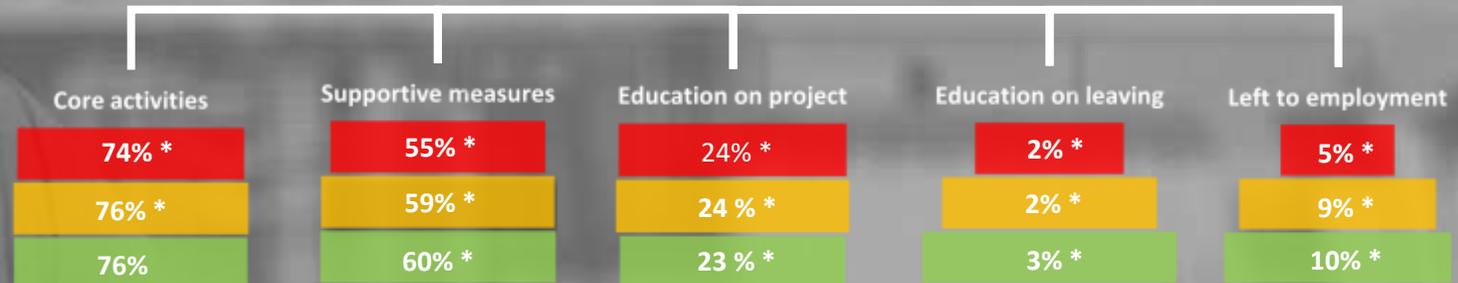
Educational Impact

Academic achievement had a substantial effect throughout participants lives.

Comparisons



This was reflected in the progress they made on the project.



* Indicates statistical significance when measured against other participants.

Did not complete school: 33,369

Completed school: 31,481

Further education/
Apprenticeship: 4,668

In Focus

Participants With Learning Difficulties

Participants with learning disabilities faced a number of barriers to employment.



CFO3 provided over **32,000** training courses to help participants with learning difficulties. Most completed multiple courses.



Enrolled: 10,804

Received support: 8,160

Left to education: 234

Left to employment: 655 (-1% *)

Still on programme: 3,955

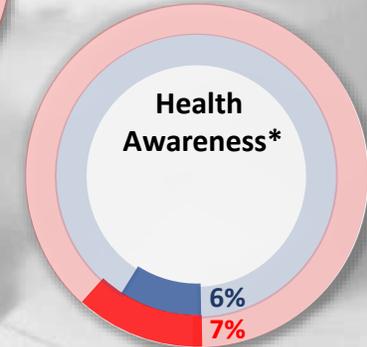
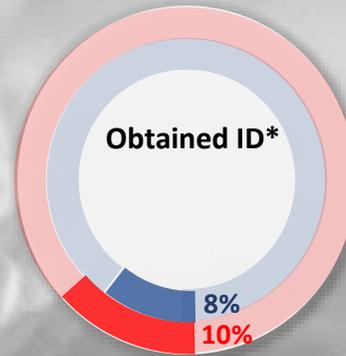
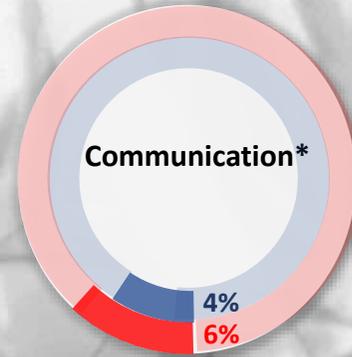
CFO3 helped **655** participants with learning difficulties to find a job with **3,955 (37%)** still on the programme.

* Indicates statistical significance when measured against participants without LD.

Comparisons

Learning Difficulties

Participants with learning difficulties often had different needs
This was reflected in the training they opted for.

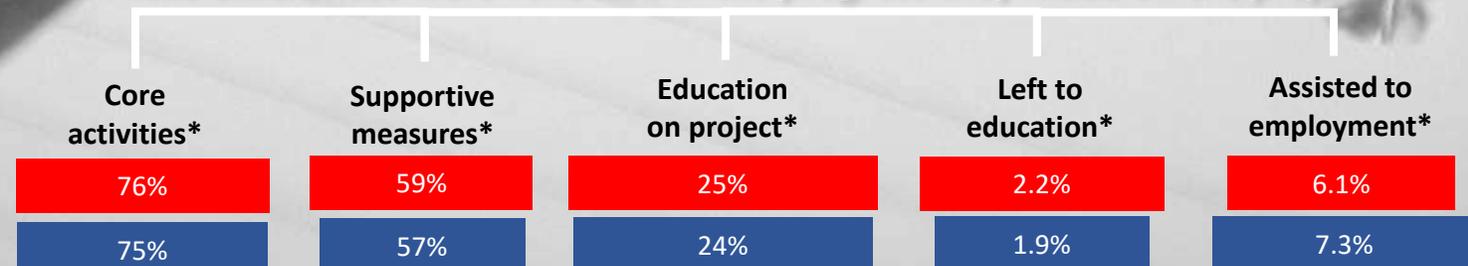


CFO3 Enrolments

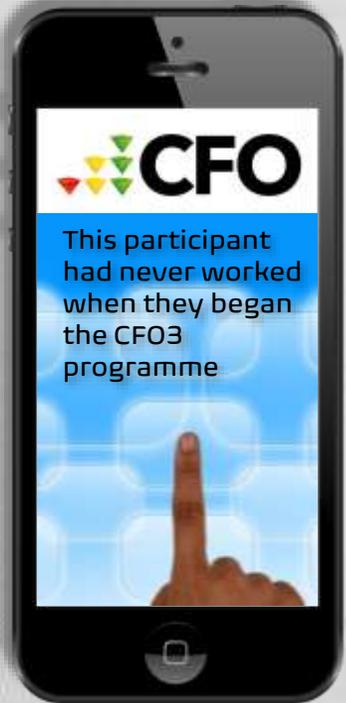
Participants with LD: 10,804
Still Active: 3,955

Participants without LD: 54,189
Still Active: 21,471

These differences were reflected in the progress they made on the project.



* Indicates statistical significance when measured against participants without LD.



Needs



Enrolment Status:

- In relationship and has a child
- Alcohol / drug addictions
- Needed help to find work
- Suffered from anxiety & depression
- Struggled with personal finances
- Wants to be able support family

CFO3 Support Provided:

- ✓ Provided disclosure advice
- ✓ Support with CV creation
- ✓ Assistance to understand budget and finances
- ✓ Provided debt advice
- ✓ Supported contact with CAB for debt problems
- ✓ Help to develop job search skills
- ✓ Help with positive thinking exercises
- ✓ Appointment help for anxiety and depression
- ✓ Assistance with site safety application
- ✓ Financial support for site safety course
- ✓ Financial support for CSCS course
- ✓ Financial support for CSCS card
- ✓ Job search assistance
- ✓ Assistance with job applications
- ✓ Financial support for work clothing and PPE

Achievements



- ✓ Completed a CV
- ✓ Attitude & life skills: Motivation
- ✓ Work placement/ taster
- ✓ Money management
- ✓ Completed attitude and life skills feedback
- ✓ Health awareness
- ✓ Attitude and life skills: Problem solving
- ✓ Education and training: Site safety course
- ✓ Attitude and life skills: Communication
- ✓ Attitude and life skills: Confidence building
- ✓ Education and training: Site safety plus
- ✓ Interview training
- ✓ Completed job searches
- ✓ Attended interviews

✓ Secured employment!

Enrolment

21 Months

Employment

Expectations

97%

67,737

**thought support
would improve
prospects**

85%

59,229

**did not know
how to disclose
their offence**

57%

39,638

**interested in having
a mentor**

93%

65,086

**thought
participation
would help
reduce
offending**

Most
CFO3 participants
thought that having a job
Would help reduce their reoffending.
Despite the barriers they faced, many
participants were willing to engage with a mentor
or consider alternative working patterns, self employment or
travel in order to find employment.

51%

35,608

Reported mental health issues

24%

16,580

Reported physical health issues

8%

5,306

Regarded themselves as disabled

51%

35,360

Were users of illegal drugs

35%

24,522

Had issues with alcohol dependency

32%

22,404

Drugs and/or alcohol use effected employment

29%

20,370

Drugs and/or alcohol use effected housing

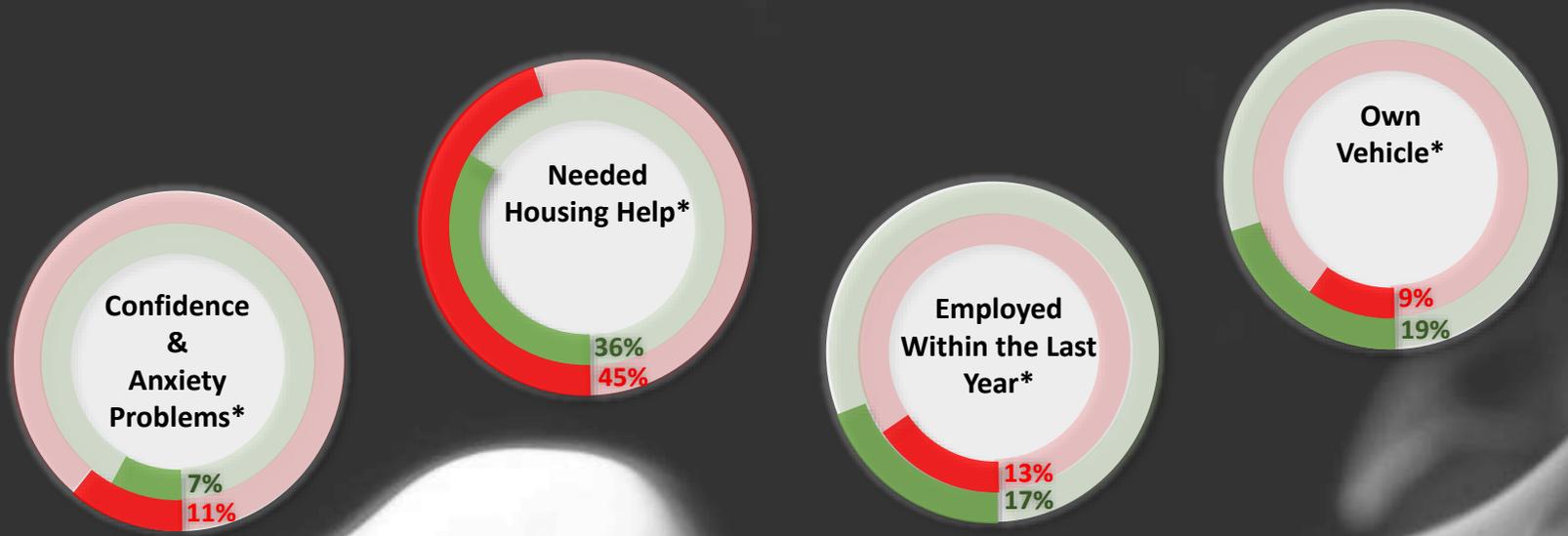
Health & Substance Misuse

The prevalence of health, mental health and substance misuse issues amongst the CFO3 programme's participants is extremely high. In many cases, these issues have affected the participant's ability to be in employment and/or impacted on their housing situation.

Substance Misuse

Substance abuse had a substantial effect throughout participants lives.

Comparisons

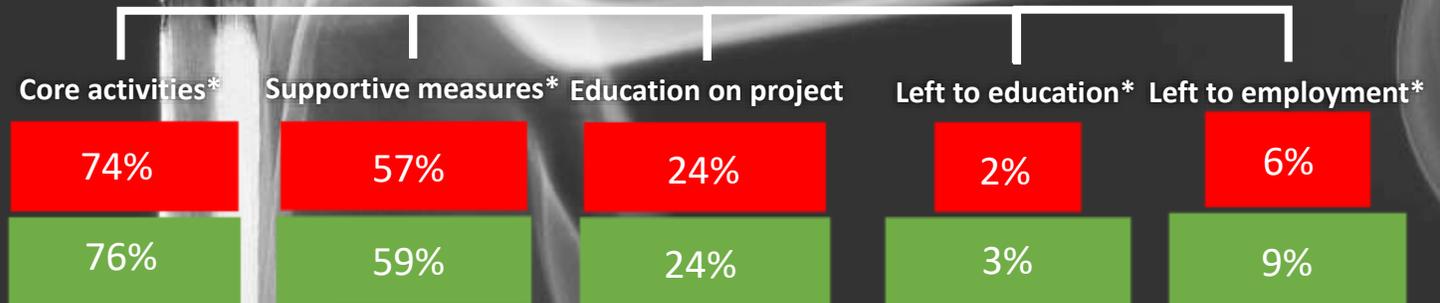


CFO3 Enrolments

Substance abusers
43,881 (63%)

Non substance abusers
25,035 (36%)

This was reflected in the progress they made on the CFO3 project.

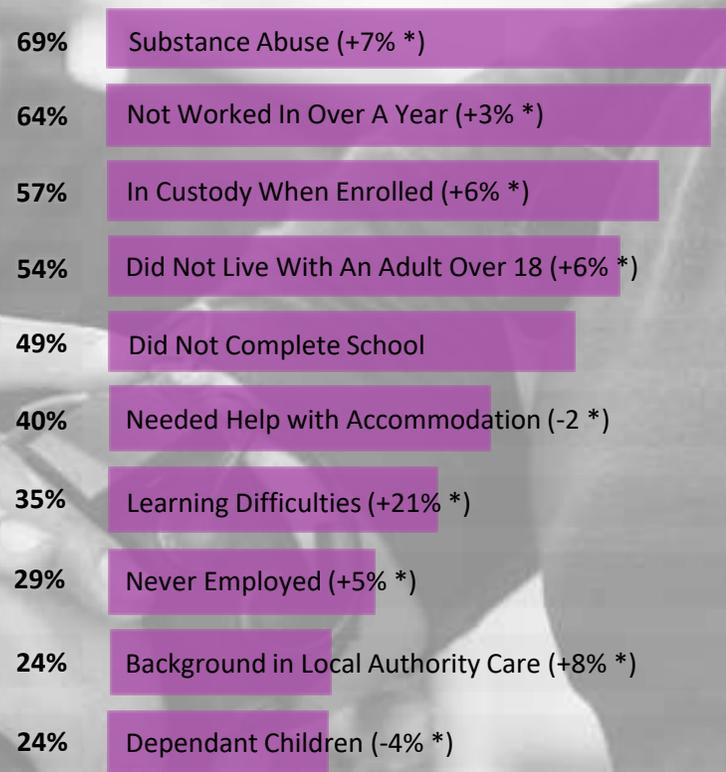


* Indicates statistical significance when measured against other participants.

In Focus

Participants with Disabilities

Participants with disabilities faced a number of barriers to employment.



CFO3 provided over **15,000** training courses to help participants with disabilities. Most participants completed multiple courses.



Enrolled: 5,306

Received Support: 3,935

Left to Education: 121

Left to Employment: 159 (-4% *)

Still on Programme: 1,884

CFO3 helped **159** participants with disabilities to find a job with **1,884 (36%)** still involved in the programme.

* Indicates statistical significance when measured against non disabled participants.



CASE STUDY
Participant with a
Disability



CFO

This participant had never worked when they began the CFO3 programme

Needs



Enrolment Status:

- Suffered from multiple health conditions
- Felt that health conditions were barriers to employment
- Needed help to find work

CFO3 Support Provided:

- ✓ Assistance to identify participant goals
- ✓ Helped to create a plan to achieve goals
- ✓ Help to identify training opportunities
- ✓ Assistance with training applications
- ✓ Provided disclosure advice
- ✓ Help to identify personal strengths and weaknesses
- ✓ Financial support for employment training courses
- ✓ Supported contact with external support organisations to obtain help with job searches
- ✓ Financial support for PPE
- ✓ Interview support

Achievements



- ✓ Attitude and life skills: Goal setting
- ✓ Education and Training: H&S in construction
- ✓ Completed attitude and life skills feedback
- ✓ Education and training: Professional skills
- ✓ Completed a CV
- ✓ Carried out job searches
- ✓ Health: Improved wellbeing and motivation
- ✓ Interview preparation
- ✓ Attended interviews

✓ Secured employment!

Enrolment

8 Months

Employment

Participants Income & Debt

Income

Only **11%** of CFO3 participants had a regular wage.

58% relied on benefits as their main source of income.

5% Income from Other Sources

10% No Income

11% Income from Wages

15% Reliant on Crime

58% Reliant on Benefits

Debt

55% of Participants had outstanding debt.

41% claimed this affected their offending.

Child Support/ Student Loans 2%

Loan Sharks 2%

Secured Loans 4%

Unsecured Loans 9%

Rent/ Mortgage arrears 10%

Pay Day Loans/ Other Debt 20%

Court Fines 36%



25% 17,144
Had never worked



3% 1,948
Lived in a remote area



12% 8,237
Did not have access to public transport or their own vehicle



28% 19,337
Had dependant children

Types of Work

61% Would consider multiple work patterns

25% Would consider full time work only

5% Would consider part time work only

9% Other

Travel to Work

Would travel up to 1 hour **68%**

Would travel Between 1 and 1.5 hours **17%**

Not sure **11%**

Would travel over 1.5 hours **4%**

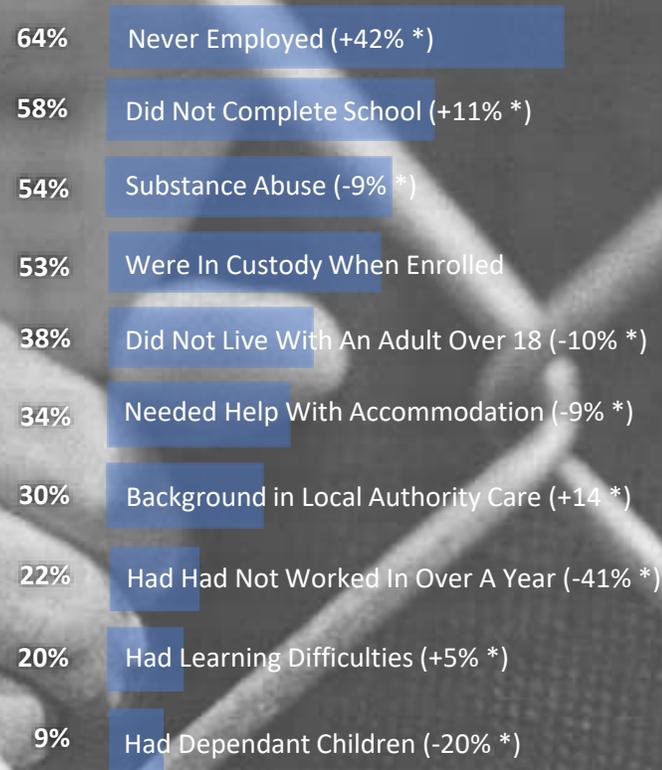
Aiming for Employment

Attitudes and expectations about work varied greatly for CFO3 Participants, as did the challenges they faced to gain employment. The majority thought that having a job would reduce their chance of reoffending and many were willing to consider multiple work patterns in order to find work. Some of the obstacles faced included the prospect of longer commute times and lack of public transport, the lack of valid work experience and the sourcing of childcare for those with children.

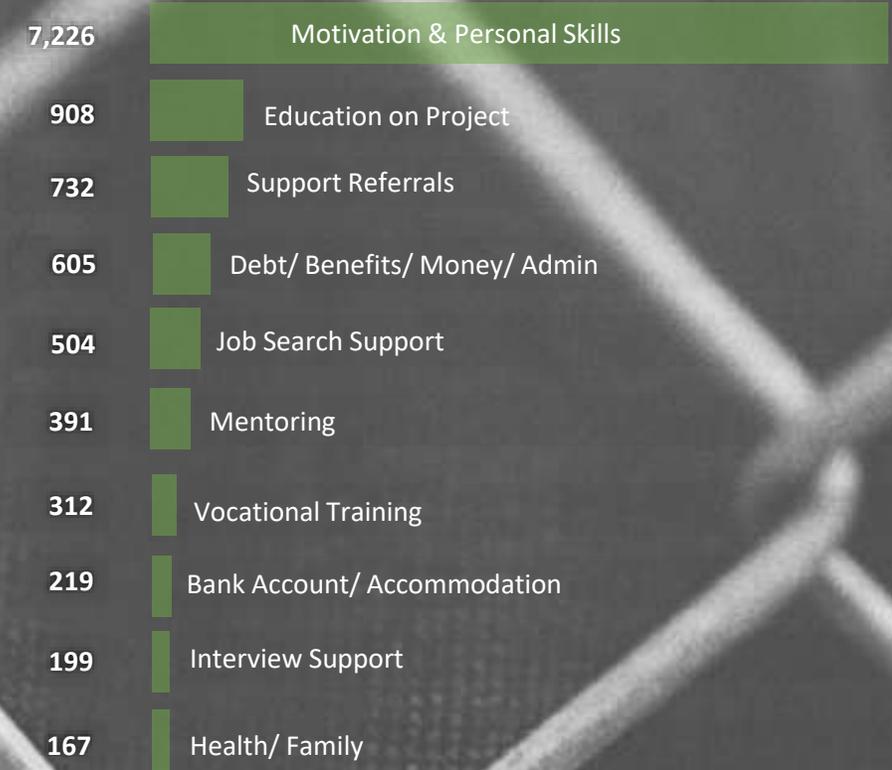
In Focus

Participants Aged Below 20

Participants aged below 20 faced a number of barriers to employment.



CFO3 provided over **11,000** training courses to help participants aged below 20. Most participants completed multiple courses.



Enrolled: 4,090

Received Support: 3,020

Left to Education: 73

Left to Employment: 162 (-3% *)

Still on Programme: 1,541

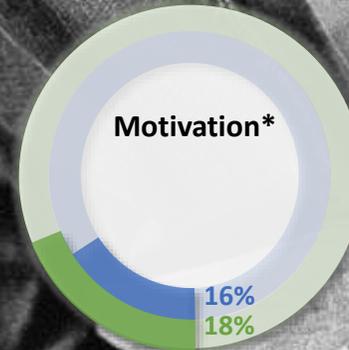
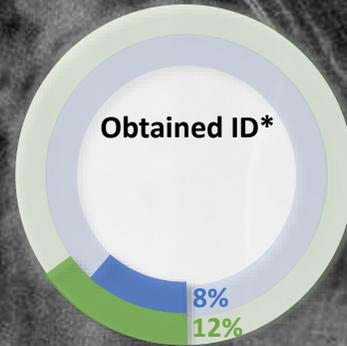
* Indicates statistical significance when measured against participants aged 20+.

CFO3 helped **162** participants aged below 20 to find a job with **1,541 (38%)** still involved in the programme.

Comparisons

Participants Aged below 20

Participants aged below 20 often had different needs
This was reflected in the training they opted for.

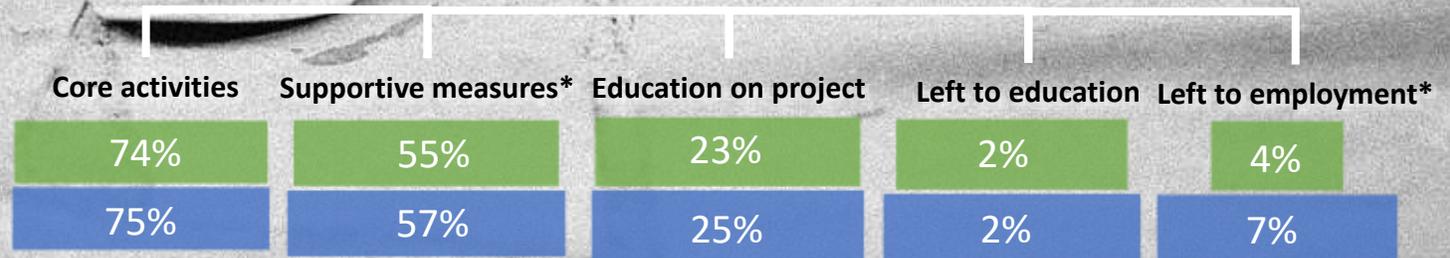


CFO3 Enrolments

Below 20: 4,090
Still Active: 1,541

20+: 65,728
Still Active: 25,625

These differences were reflected in the progress they made on the project.



* Indicates statistical significance when measured against other participants.



Needs



Enrolment Status:

- Lacking confidence and self esteem
- Problems with home and family
- Did not complete school
- Limited vocabulary
- Lack of knowledge about employment and education
- No plans for the future

CFO3 Support Provided:

- ✓ Confidence building
- ✓ Review of training and apprenticeship options
- ✓ Explored voluntary employment opportunities
- ✓ Support to attend appointments
- ✓ Support to obtain NI number
- ✓ Support admission to skills match programme
- ✓ Provided advice and support to obtain benefits
- ✓ Supported attendance to job centre
- ✓ Specialist support referral: Mental wellbeing
- ✓ Support to obtain ID card
- ✓ Help to identify employment options
- ✓ Help to create a CV
- ✓ Financial Support: Travel to employment appointments
- ✓ Assistance with job application forms

Achievements



- ✓ Attitude and life skills - Confidence building
- ✓ Attitude and life skills: Goal setting
- ✓ Positive activities to improve mental health
- ✓ Short course: Employability
- ✓ Attitude and life skills: Obtained NI number
- ✓ Completed attitude and life skills feedback
- ✓ Attitude and life skills: Obtained ID card
- ✓ Completed a CV
- ✓ Vocational training: Customer service skills
- ✓ Completed job searches
- ✓ Attended interviews

✓ Secured employment!

Enrolment

7 Months

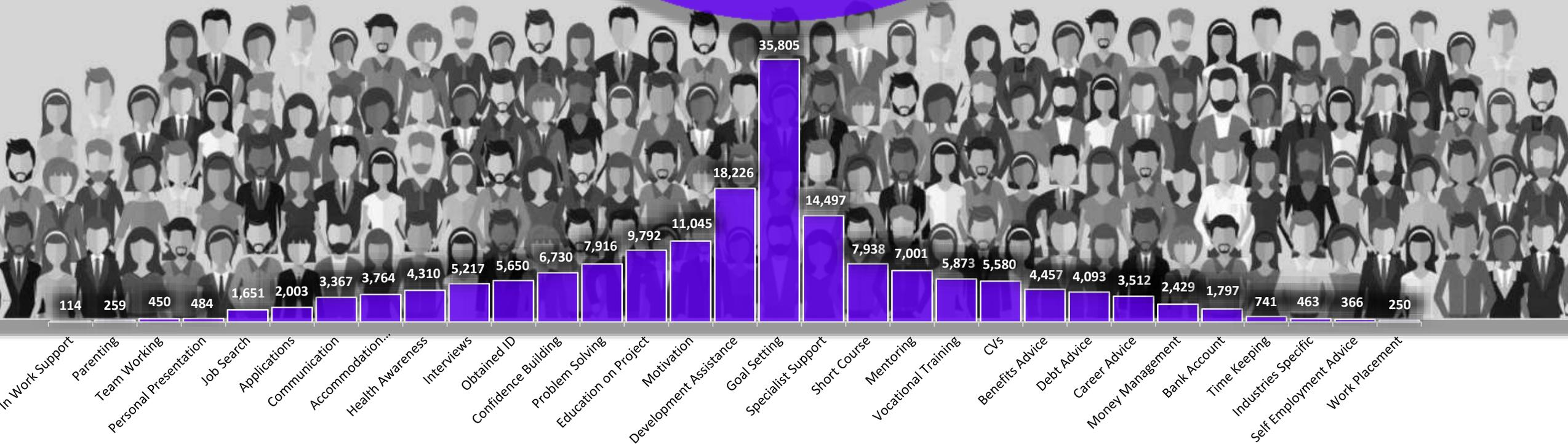
Employment

Personal Support

The CFO3 Programme has provided targeted support to thousands of Participants by helping them challenge their offending behaviour and removing the barriers to job-readiness.

By listening to the problems experienced by our Participants we can offer them the help they really need.

The help we provide is designed to facilitate access to the job market and the benefits that brings.



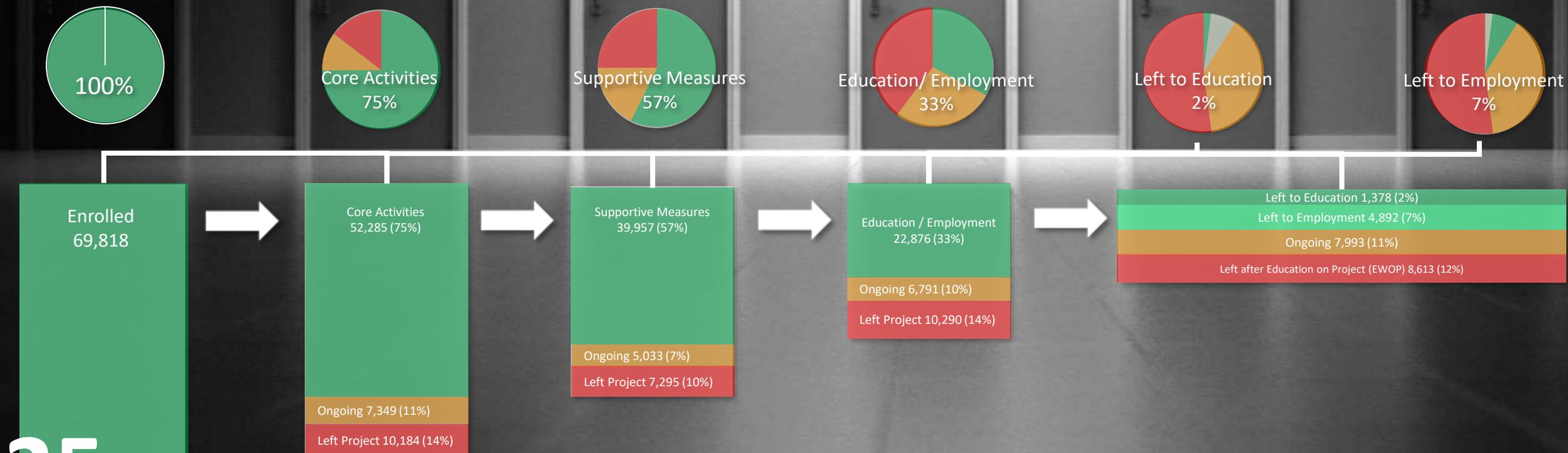
CFO3 provided over **200,000** training courses and support modules designed to help participants reach their goals.

The Participant Pathway is a structured programme designed to help offenders to open the doors to employment.

CFO3 Participant Pathway

Participants are assessed for their needs and provided with a tailored programme of support aimed at bringing them closer to employment.

Barriers to employment are removed and participants are equipped to enter the workplace.





Armed Forces Covenant

In 2016, HMPPS Co-Financing Organisation was the recipient of an MoD Covenant Fund Trust (was Grant) fund. The project was called “Network for Ex-Service Personnel” (NESP).

Over the duration of the project, the CFO team collaborated with a number of external organisations including RFEA, Ubique, SToMP, NPR, Ormiston Families, Anglia Ruskin University and RBLI.

CFO3 have also worked with staff at the Military Correction Training Centre (MCTC) in Colchester to assist Ex-Service Personnel to make the transition back to “Civvie Street”.

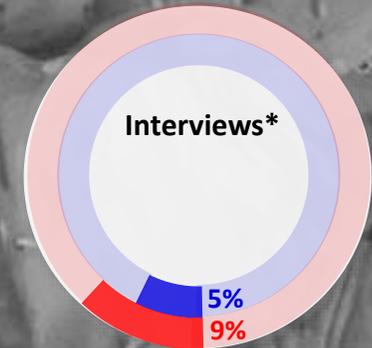
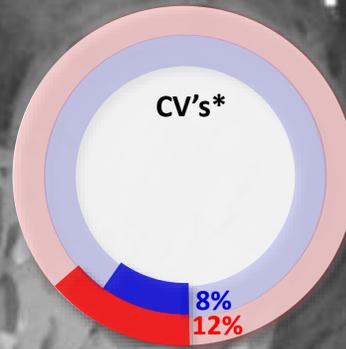
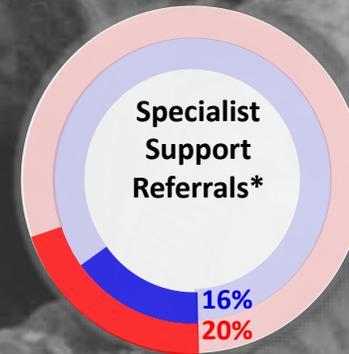


The CFO3 Veteran Support Map shows the location and contact details of over 2,500 Veteran Support Services and can be found at <https://mod.co-financing.org/veteran-support-map/>

Veterans of the Armed Forces

Armed Forces Veterans often had different needs. This was reflected in the training they opted for.

Comparisons

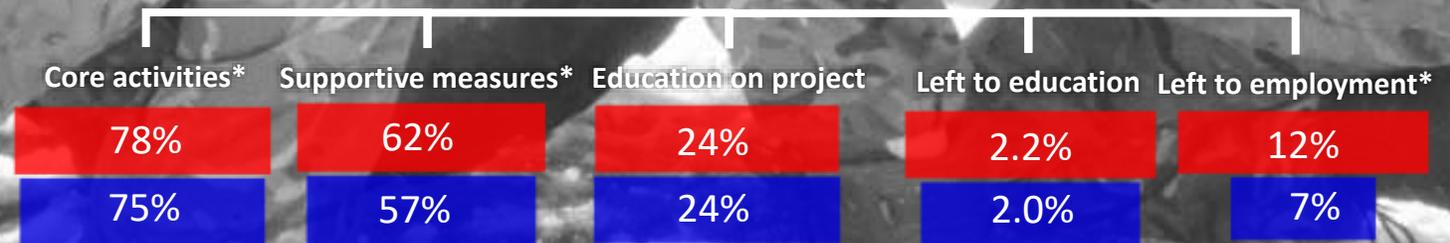


CFO3 Enrolments

Veterans: 2,047
Still Active: 734

Non Veterans: 67,771
Still Active: 26,432

These differences were reflected in the progress they made on the project.



* Indicates statistical significance when measured against other participants.



Needs



Enrolment Status:

- Enrolled in custody
- Suffered from anxiety
- Suffered from substance misuse
- Problems with debt & arrears
- Needed help with maths skills

CFO3 Support Provided:

- ✓ Disclosure advice
- ✓ Referral for debt advice
- ✓ Referral for help with maths skills
- ✓ Advice about CSCS card acquisition
- ✓ Advice about work related qualifications
- ✓ Support with benefit application
- ✓ Support to access training opportunity
- ✓ Financial support: CSCS test
- ✓ Preparation support for CSCS test
- ✓ Financial support: IOSH course
- ✓ Support with recruitment agency contact
- ✓ Financial support: CSCS card
- ✓ Help to create a CV

Achievements



- ✓ Attitude & life skills: Disclosure
- ✓ Financial mentoring
- ✓ Completed attitude and life skills feedback
- ✓ Short course: Literacy skills
- ✓ Short Course: Communication skills
- ✓ Short Course: IOSH health & safety course
- ✓ Education & training: Building self confidence
- ✓ Attitude & life skills: Problem solving
- ✓ Completed a CV
- ✓ Short course: CSCS course
- ✓ Attitude & life skills: Self esteem/ confidence building
- ✓ Employment: Interviews
- ✓ Completed applications

Secured employment!

Enrolment

17 Months

Employment



HM Prison &
Probation Service



Please contact us for more information

HMPPS Co-Financing Organisation

1st Floor

1100 Daresbury Park

Daresbury

Warrington

WA4 4HS

Tel: 01925 423444

Fax: 01925 423500

Email: cfo-servicedesk@justice.gov.uk

Web: <https://www.co-financing.org/>

