

In Numbers

Co-Financing Organisation
2021 CFO3 Statistical Report

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CFO3 Summary



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 December 2021 the CFO3 programme has delivered services to **85,023** 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, providers prepare offenders for mainstream provision. 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 December 2021 the CFO3 programme has moved or assisted **6,997** participants into employment. The CFO3 programme commenced in July 2015 and will run to November 2023.

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

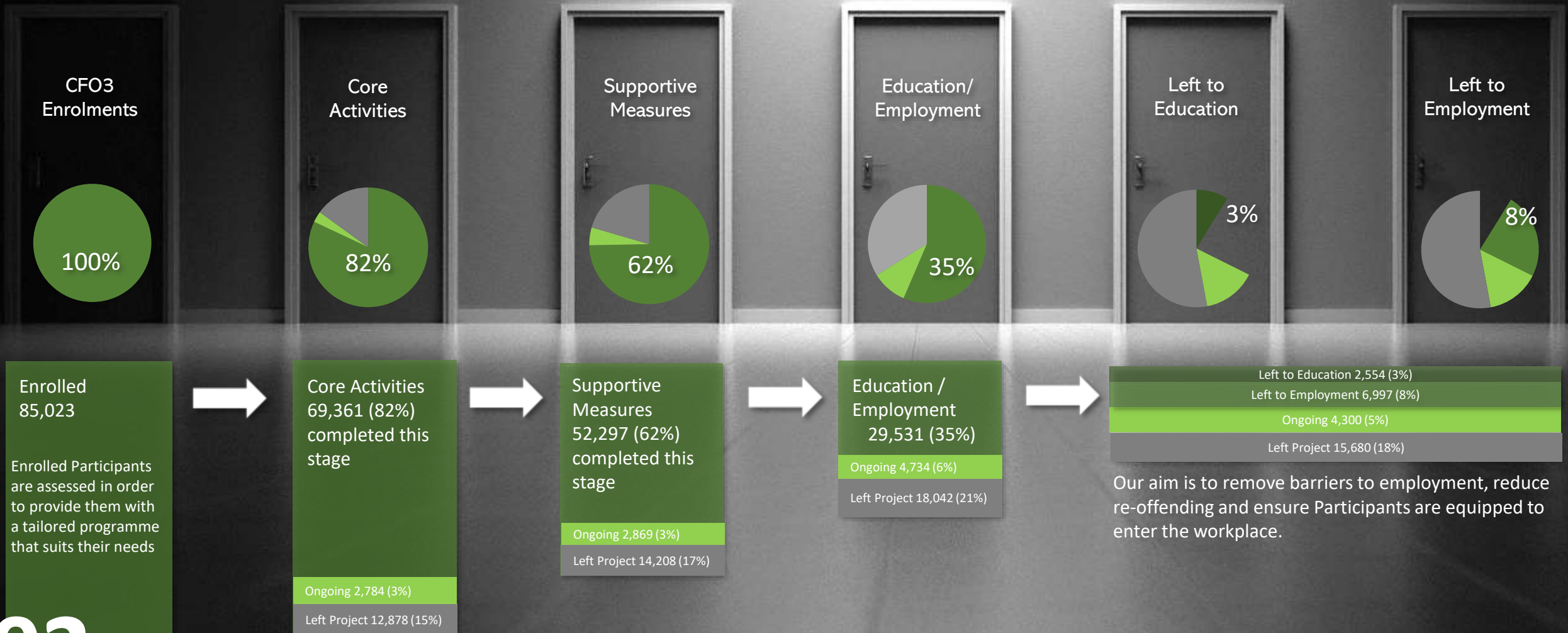


Mark Nickson – Head of CFO

CFO3

Participant Pathway

The CFO3 "Participant Pathway" Programme offers a structured approach to offender support.



Our aim is to remove barriers to employment, reduce re-offending and ensure Participants are equipped to enter the workplace.

Geographical Coverage: Custody

41,484 (49%) participants were enrolled on the CFO3 Programme whilst being held in custody

North West

13 out of 16 prisons worked in.
At any given time, **21%** of prison population enrolled.
21% on CFO3 programme at time of release.

West Midlands

8 out of 12 prisons worked in.
At any given time, **24%** of prison population enrolled.
24% on CFO3 programme at time of release.

South West

8 out of 11 prisons worked in.
At any given time, **24%** of prison population enrolled.
26% on CFO3 programme at time of release.

North East

All 7 prisons worked in.
At any given time, **24%** of prison population enrolled.
24% on CFO3 programme at time of release.

Yorkshire & Humberside

10 out of 13 prisons worked in.
At any given time, **20%** of prison population enrolled.
23% on CFO3 programme at time of release.

East Midlands

9 out of 16 prisons worked in.
At any given time, **24%** of prison population enrolled.
29% on CFO3 programme at time of release.

East of England

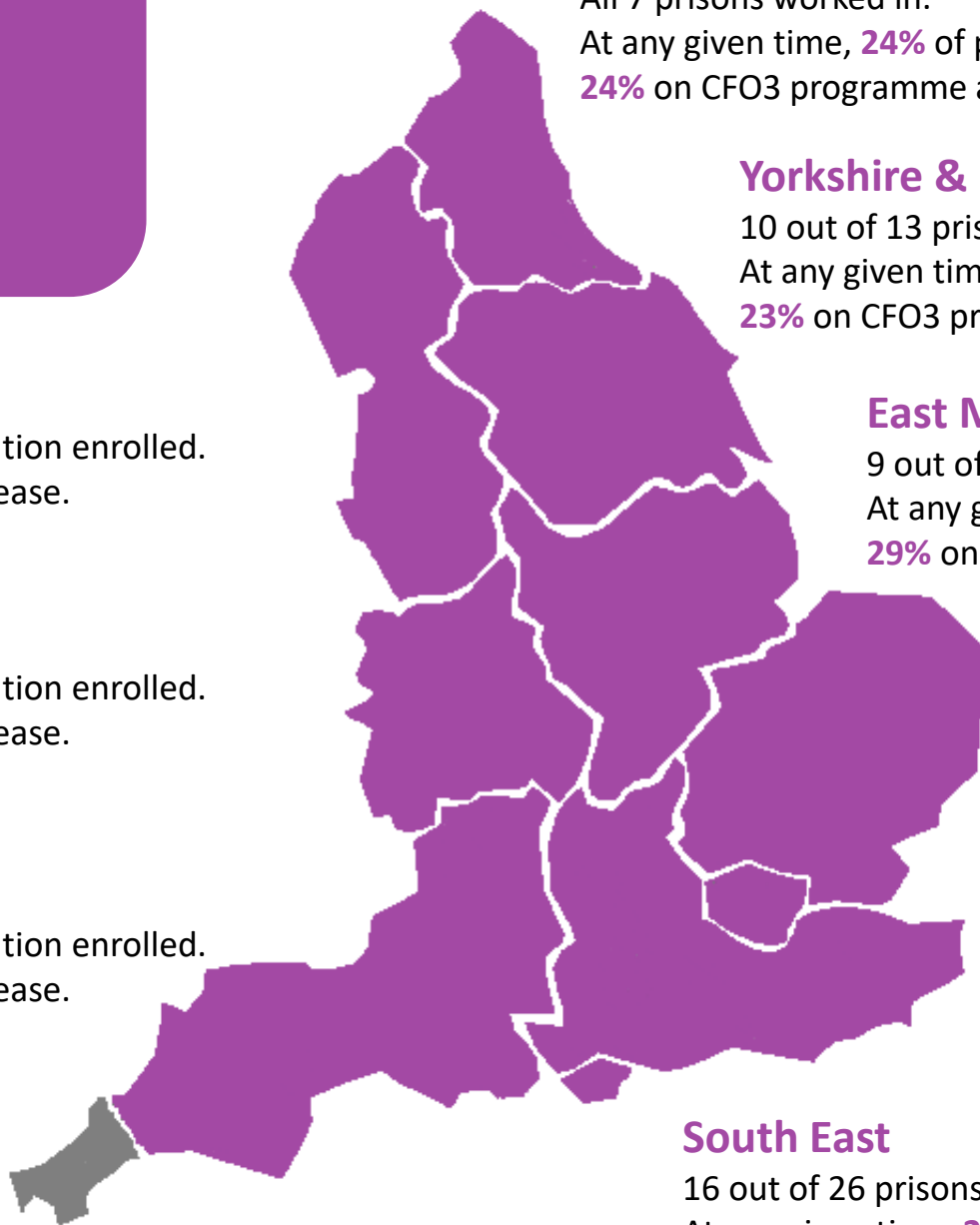
11 out of 14 prisons worked in.
At any given time, **19%** of prison population enrolled.
18% on CFO3 programme at time of release.

London

6 out of 9 prisons worked in.
At any given time, **15%** of prison population enrolled.
12% on CFO3 programme at time of release.

South East

16 out of 26 prisons worked in.
At any given time, **24%** of prison population enrolled.
20% on CFO3 programme at time of release.



Geographical Coverage: Community

43,539 (51%) participants were enrolled on the CFO3 Programme whilst in the community with probation

North West

At any given time, **19%** of probation caseload enrolled. This ranges from **9%** in Cheshire East to **28%** in South Ribble.

West Midlands

At any given time, **19%** of probation caseload enrolled. This ranges from **8%** in North Warwickshire to **36%** in Shropshire.

South West

At any given time, **16%** of probation caseload enrolled. This ranges from **6%** in East Dorset to **34%** in Mid Devon.

North East

At any given time, **20%** of probation caseload enrolled. This ranges from **14%** in Stockton-on-Tees to **25%** in County Durham.

Yorkshire & Humberside

At any given time, **16%** of probation caseload enrolled. This ranges from **6%** in Craven to **31%** in North East Lincolnshire .

East Midlands

At any given time, **19%** of probation caseload enrolled. This ranges from **11%** in South Holland to **27%** in Derby.

East of England

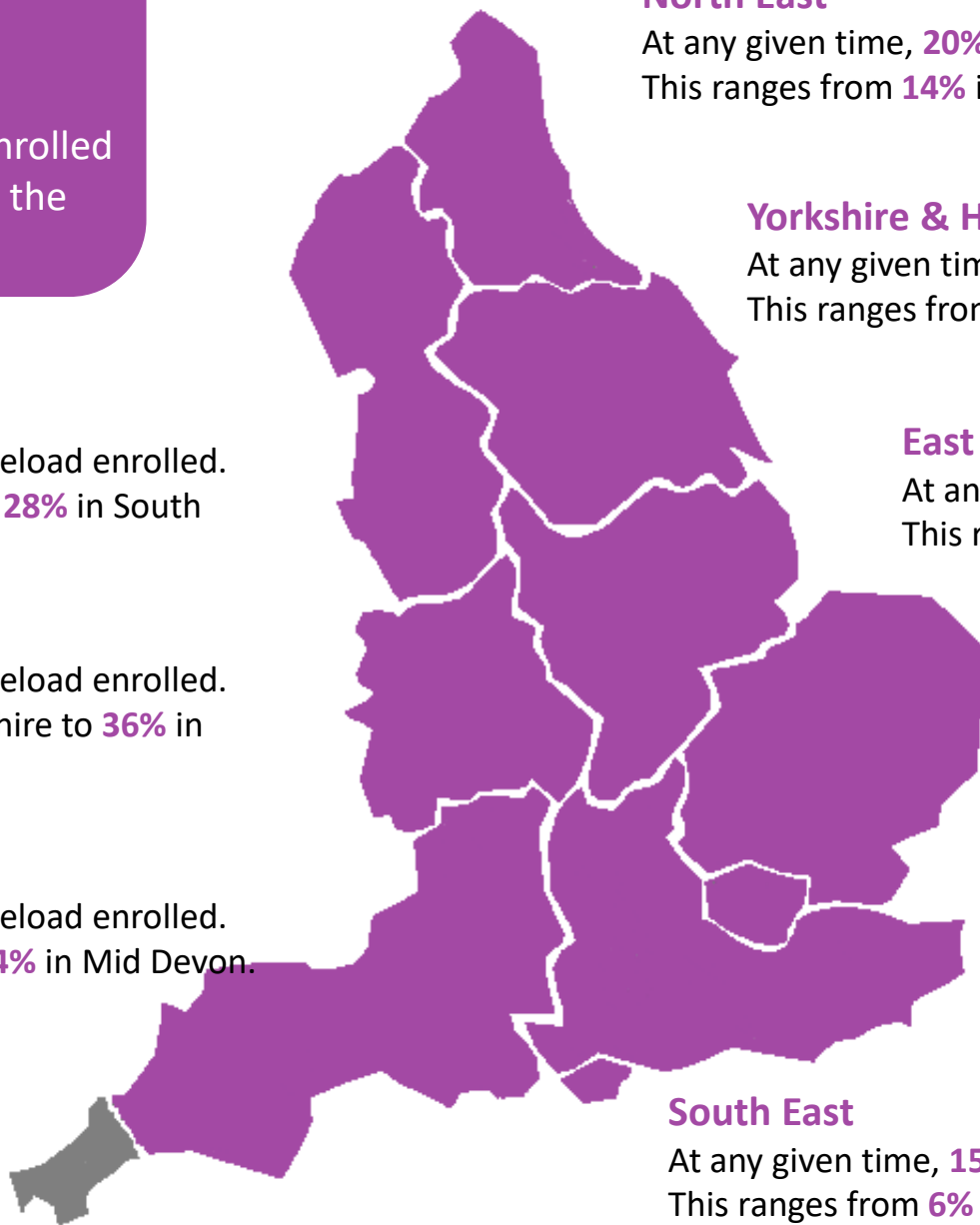
At any given time, **15%** of probation caseload enrolled. This ranges from **9%** in East Hertfordshire to **24%** in King's Lynn and West Norfolk.

London

At any given time, **14%** of probation caseload enrolled. This ranges from **7%** in Hounslow to **23%** in Wandsworth.

South East

At any given time, **15%** of probation caseload enrolled. This ranges from **6%** in the Isle of Wight to **27%** in Ashford.



Age

< 20, 4,832 (6%)

20-24, 15,558 (18%)

25-29, 16,630 (20%)

30-34, 14,610 (17%)

35-39, 11,424 (13%)

40-44, 7,969 (9%)

45-49, 5,934 (7%)

50-54, 4,361 (5%)

55+, 3,672 (4%)

Ethnicity

White, 66,131 (78%)

Black,
8,359
(10%)

Asian,
3,963
(5%)

Mixed,
3,794
(4%)

Other,
2,776
(3%)

Demographic Profile

CFO3 Participants 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

Female
9,893
12%

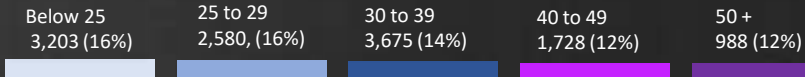
Male
75,096
88%

In Focus

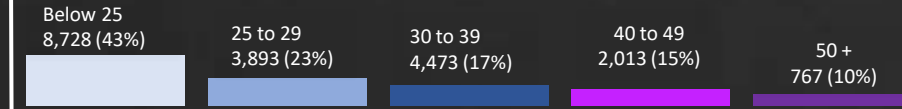
Age

Differences in the various age cohorts can be seen when examining the background of Participants and what they achieved on the “Participant Pathway”.

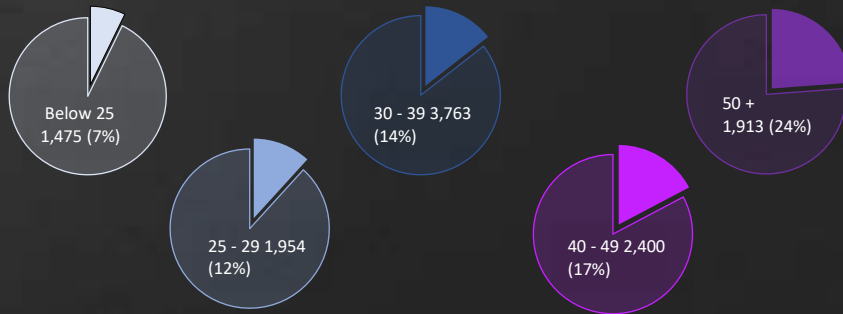
Worked Within the Last Year



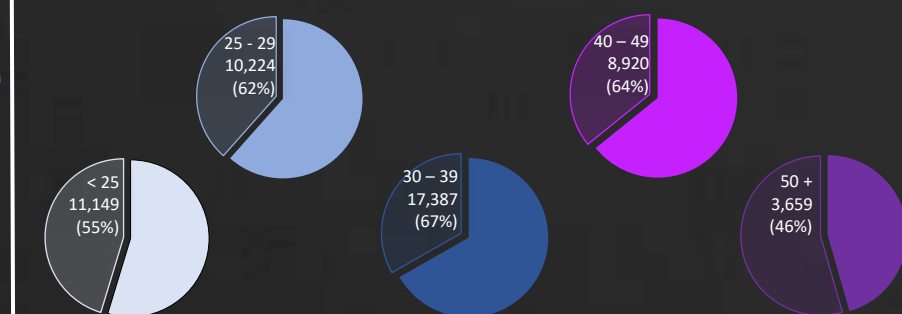
Never Worked



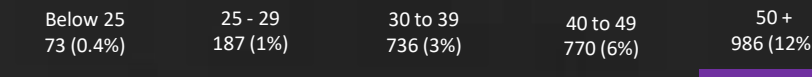
Own Vehicle



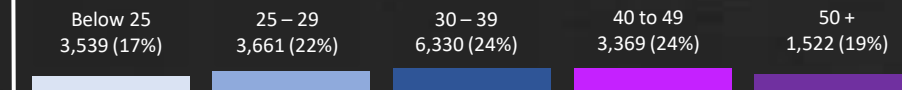
Drug/ Alcohol Addiction



Own Property



Homeless



Participants Aged Below 25: 20,390 (24%)

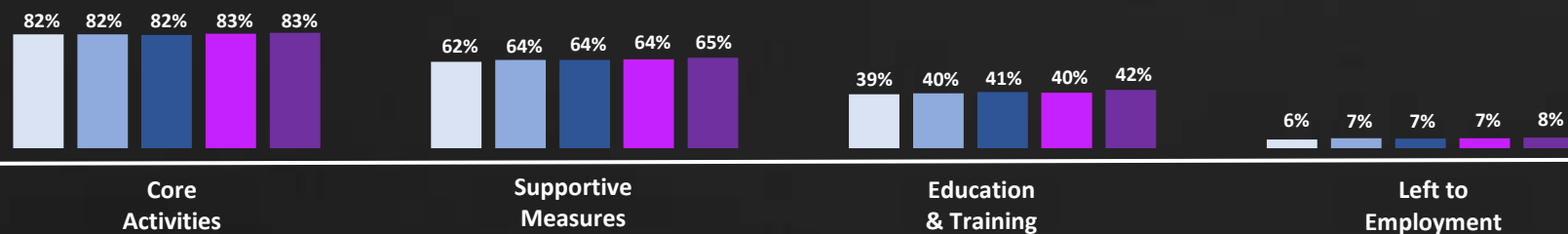
Participants Aged 25 – 29: 16,630 (20%)

Participants Aged 30 – 39: 26,034 (31%)

Participants Aged 40 – 49: 13,903 (16%)

Participants Aged 50+: 8,033 (9%)

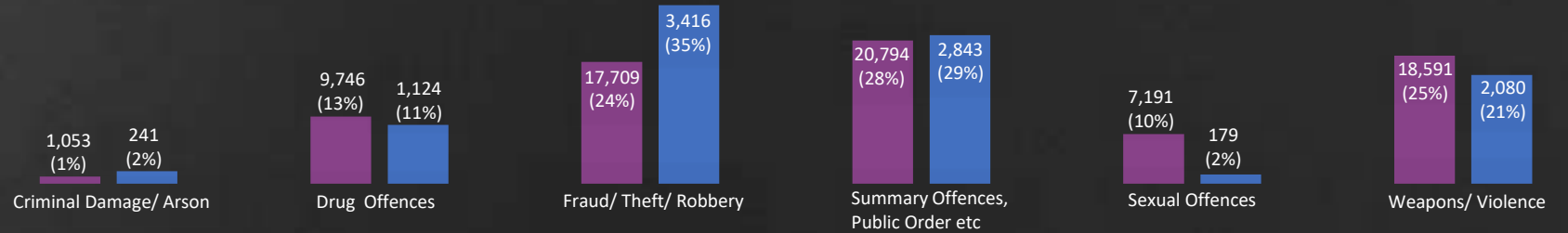
Participant Pathway Progress (% Completed)



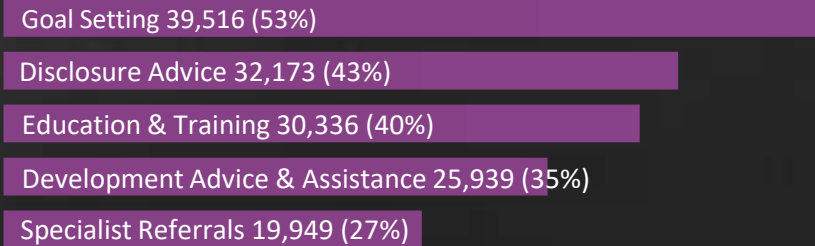
In Focus Gender

The effects of Gender can be seen when examining the background, types of offences, and support required by CFO3 Participants. These differences were also reflected in levels of achievement on the "Participant Pathway".

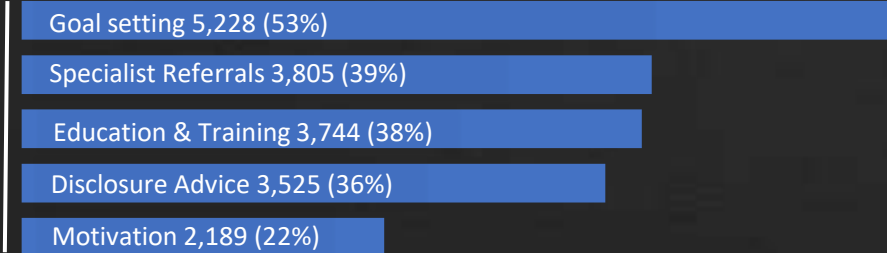
Offence Types



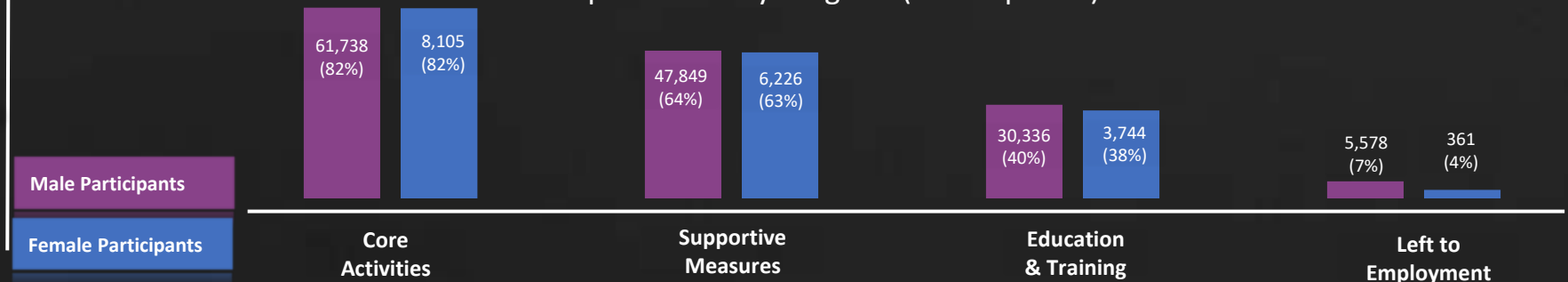
Achievements (Top 5)



Achievements (Top 5)



Participant Pathway Progress (% Completed)



Total Male Participants: 75,096 (88%)
Total Female Participants: 9,893 (12%)

Parents (M): 20,292 (27%)
Parents (F): 3,204 (32%)

Homeless (M): 15,588 (21%)
Homeless (F): 2,833 (29%)

Disability (M): 5,062 (7%)
Disability (F): 1,280 (13%)

Outstanding Debts/ Fines (M): 39,502 (53%)
Outstanding Debts/ Fines (F): 6,413 (65%)

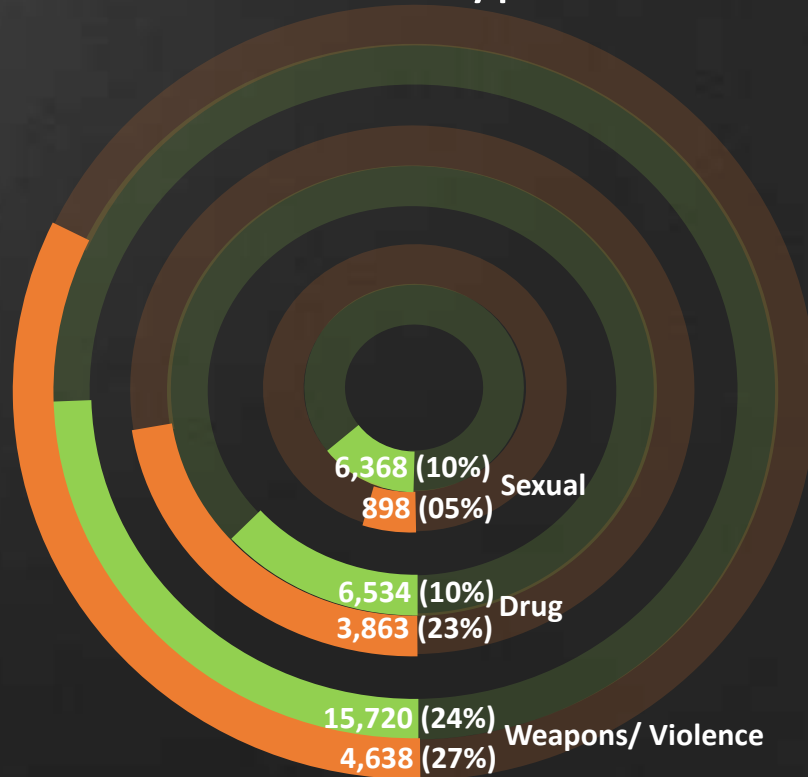
Drug/ Alcohol Addiction (M): 44,788 (60%)
Drug/ Alcohol Addiction (F): 6,551 (66%)

In Focus

Ethnicity

The effects of differing Ethnicities can be seen when examining the background, types of offences, and support required by CFO3 Participants. These differences were also reflected in levels of achievement on the "Participant Pathway".

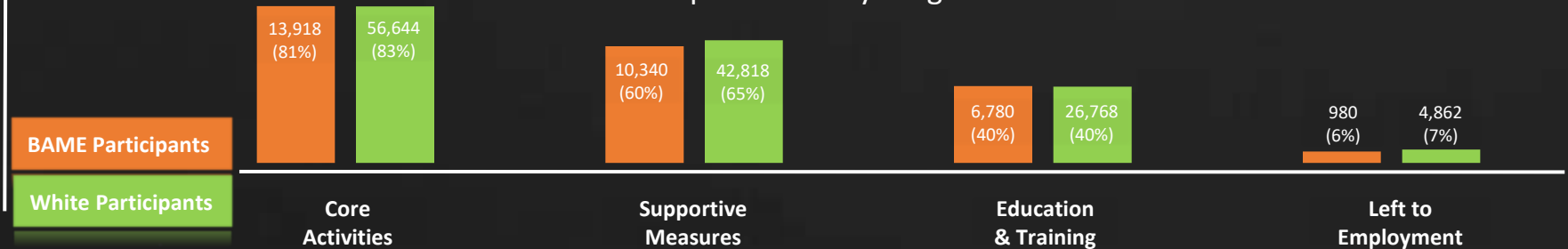
Offence Types



Achievements



Participant Pathway Progress



- Total BAME Participants: 17,194 (20%)
- Total White Participants: 66,131 (78%)
- Mean Age (BAME): 35 Years Old
- Mean Age (White): 38 Years Old
- Parents (BAME): 4,529 (27%)
- Parents (White): 18,514 (28%)
- Homeless (BAME): 4,050 (24%)
- Homeless (White): 14,011 (21%)
- Debts/ Fines (BAME): 8,260 (48%)
- Debts/ Fines (White): 36,713 (56%)
- Drug/ Alcohol Addiction (BAME): 7,773 (45%)
- Drug/ Alcohol Addiction (White): 42,828 (65%)

Expectations

97%

82,284

**thought support
would improve
prospects**

85%

72,222

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

54%

45,679

**interested in having
a mentor**

93%

78,878

**thought
participation
would help
reduce
offending**

Most
CFO3 Participants
thought that having a job
would help reduce their reoffending, but the ability to
obtain employment was impacted by a wide variety of
factors.



24% 20,334
Had never worked



3% 2,320
Lived in a remote area



10% 8,551
Did not have access to public transport or their own vehicle



28% 23,894
Had dependent children

Types of Work

60% (51,289) Would consider multiple work patterns

26% (22,458) Would consider full time work only

5% (4,443) Would consider part time work only

4% (3,170) Other



Attitudes and expectations about work also varied greatly for CFO3 Participants, as did the challenges and obstacles they faced to gain employment.

Travel to Work

Would travel up to 1 hour **70%** (59,750)

Would travel Between 1 and 1.5 hours **17%** (14,592)

Not sure **10%** (8,655)

Would travel over 1.5 hours **4%** (3,415)



13% 10,836
Needed help with
computer skills

47%

39,949
Did not
finish their
School education



88%

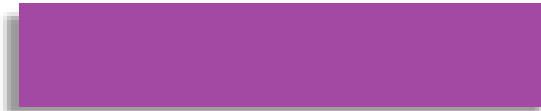
74,416
Did not have a
current CV

67%

57,351
Did not have a valid
driving licence



Skills



36%

30,396 Started the programme with no qualifications

Education



12%

10,248 Reported problems with writing things down

Qualifications



12%

10,207 Had problems with reading (such as dyslexia)



9%

7,684 With learning difficulties required extra support



5%

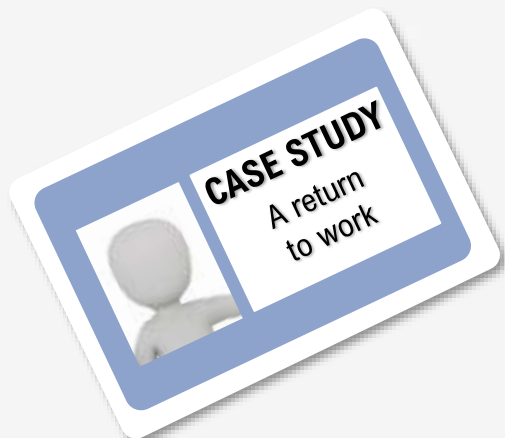
4,278 Stated struggling with counting and using numbers



1%

1,216 Had problems with verbal communication

Most CFO3 Participants faced significant barriers to employment due to their general lack of education, qualifications and basic skills.



My Story

As I approached the age of 40 with no job, no home and no bank account, I knew it was time to make some positive changes in my life.

My problem was, I hadn't worked in several years and didn't know where to start.

The whole thing was a vicious circle and I could see no way out of it.



My Progress

The CFO Programme put me on the right track by helping me to open a bank account, and referring me to a specialist housing organisation who helped me to find a suitable home.

Despite my anxiety during the Covid lockdown, my Case Manager also helped me to identify some realistic career goals and obtain the certification I needed to work.

Thanks to the help I received, I now have a job in the rail industry and a home and feel like I am in control of my own future.

In Focus

Education

The level of education achieved by CFO3 Participants prior to joining the Programme had a considerable impact on their lives. This was also reflected in their levels of achievement on the “Participant Pathway”, and in particular those who left the Programme into employment.

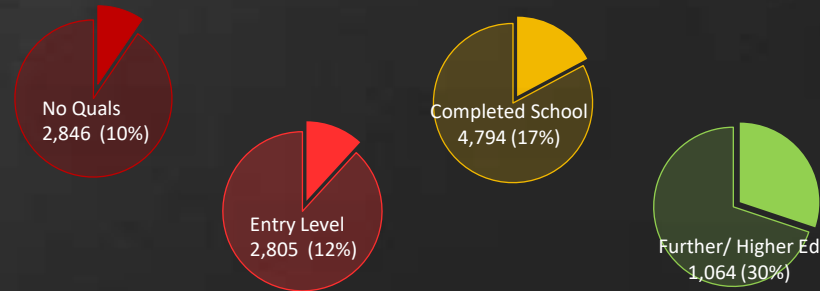
Worked Within the Last Year



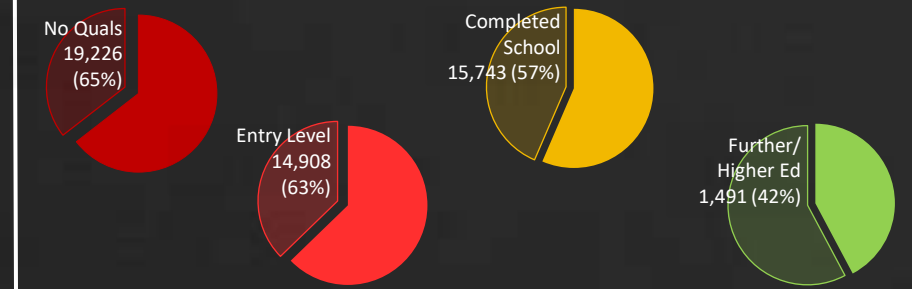
Never Worked



Own Vehicle



Drug/ Alcohol Addiction



Own Property



Homeless



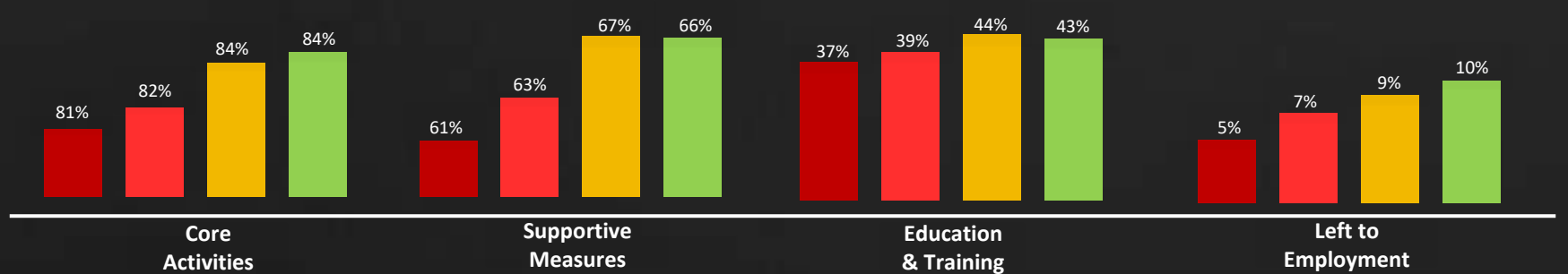
Participants with no Education/ Qualifications
29,810 (35%)

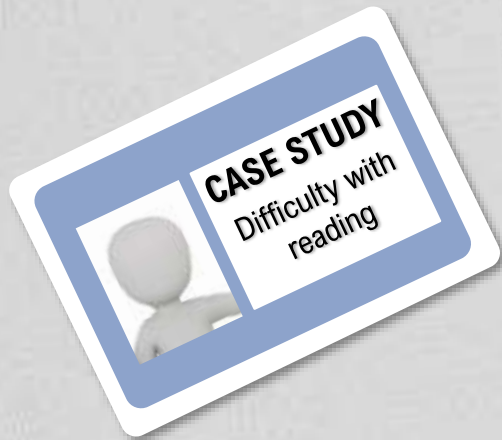
Participants with Entry Level Qualifications
23,756 (28%)

Participants who Completed School
27,872 (33%)

Participants with Further/ Higher Education
3,532 (4%)

Participant Pathway Progress





My Story



When I left prison I suffered from ill health and needed support.

My severe dyslexia had affected my education, self confidence and ability to read and communicate with others.

I was also in debt, had no idea how to manage my own finances and had little hope of finding work to support myself.

Enrolment



Employment

10 Months

My Progress



My self confidence began to increase on the CFO3 Programme as they helped me to prioritise my problems and set realistic goals for myself that I was able to achieve.

They also put me in touch with an expert who helped me to learn about money management, household bills and how to deal with my debts.

After receiving further assistance to apply for benefits and the identification documents I needed, my Case Manager helped me to create a CV.

Applying for jobs was hard for me because I found it difficult to read the information on websites, but the support I received helped me to find a new job with a facility management company.

52%

44,180

Reported mental health issues

24%

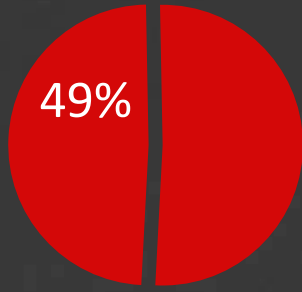
20,211

Reported physical health issues

8%

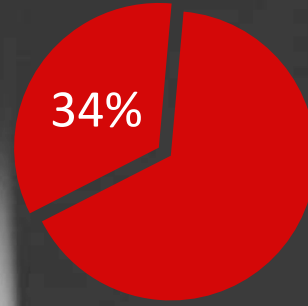
6,461

Regarded themselves as disabled



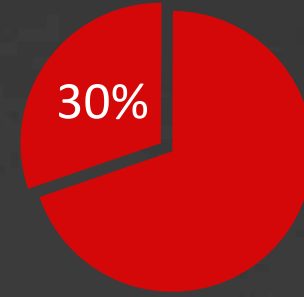
41,577

Were users of illegal drugs



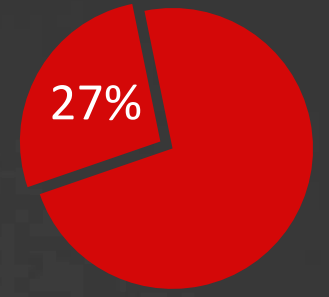
28,855

Had issues with alcohol dependency



25,825

Drugs and/or alcohol use affected employment



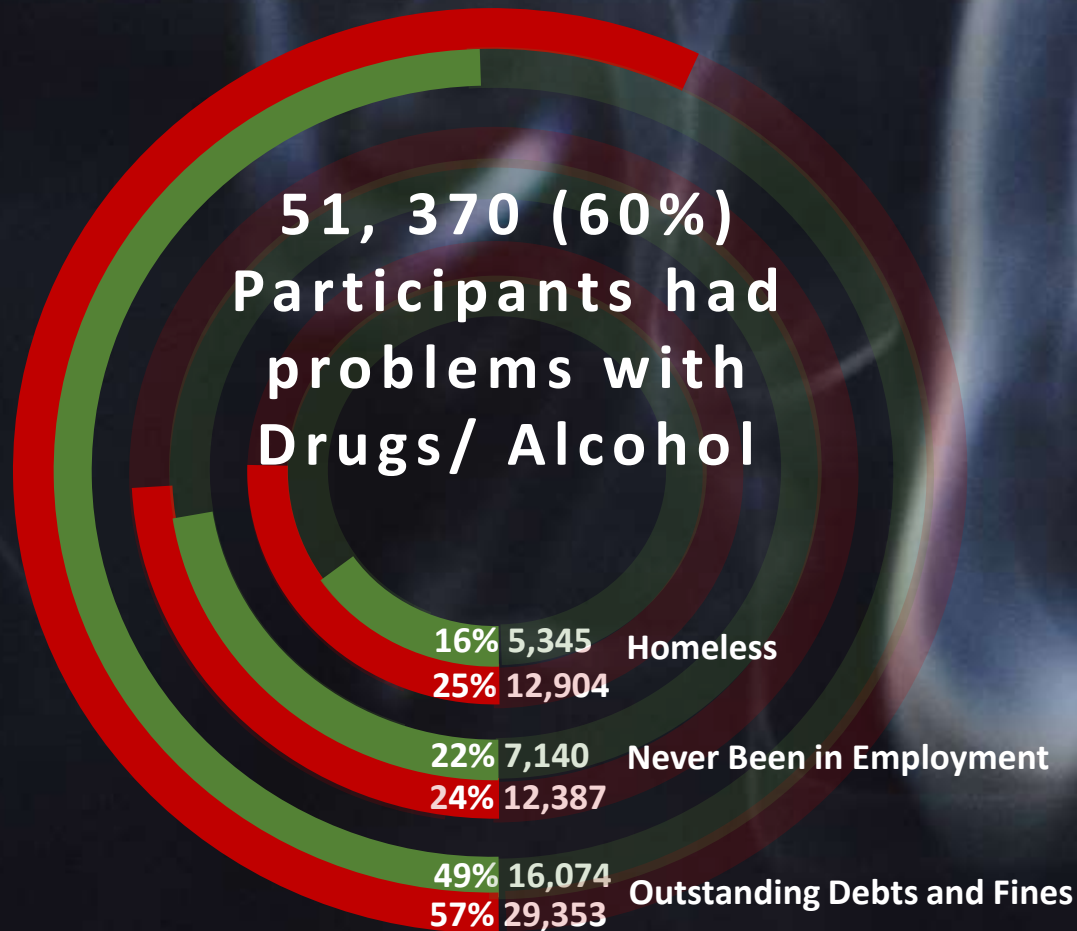
23,028

Drugs and/or alcohol use affected housing

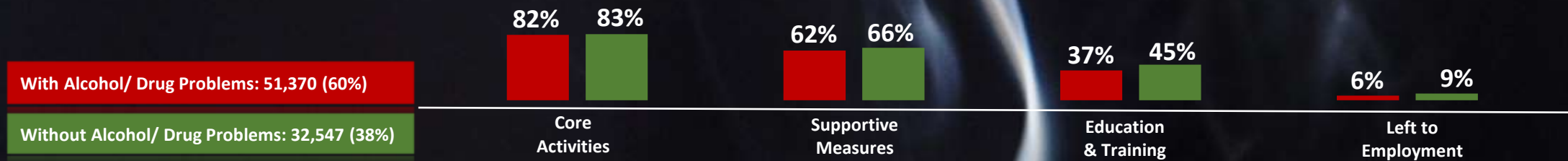
Health & Substance Misuse

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.

The Impact of Alcohol and Drug Addiction



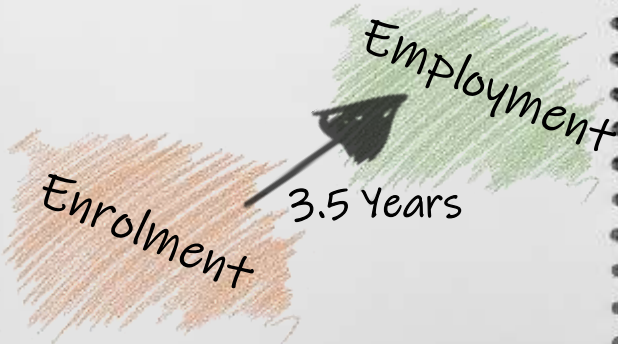
Participant Pathway Progress





My Story

As I prepared for my release following a long prison sentence, I was worried that my addiction problems would prevent me from making a fresh start and affect my ability to find work and live independently.



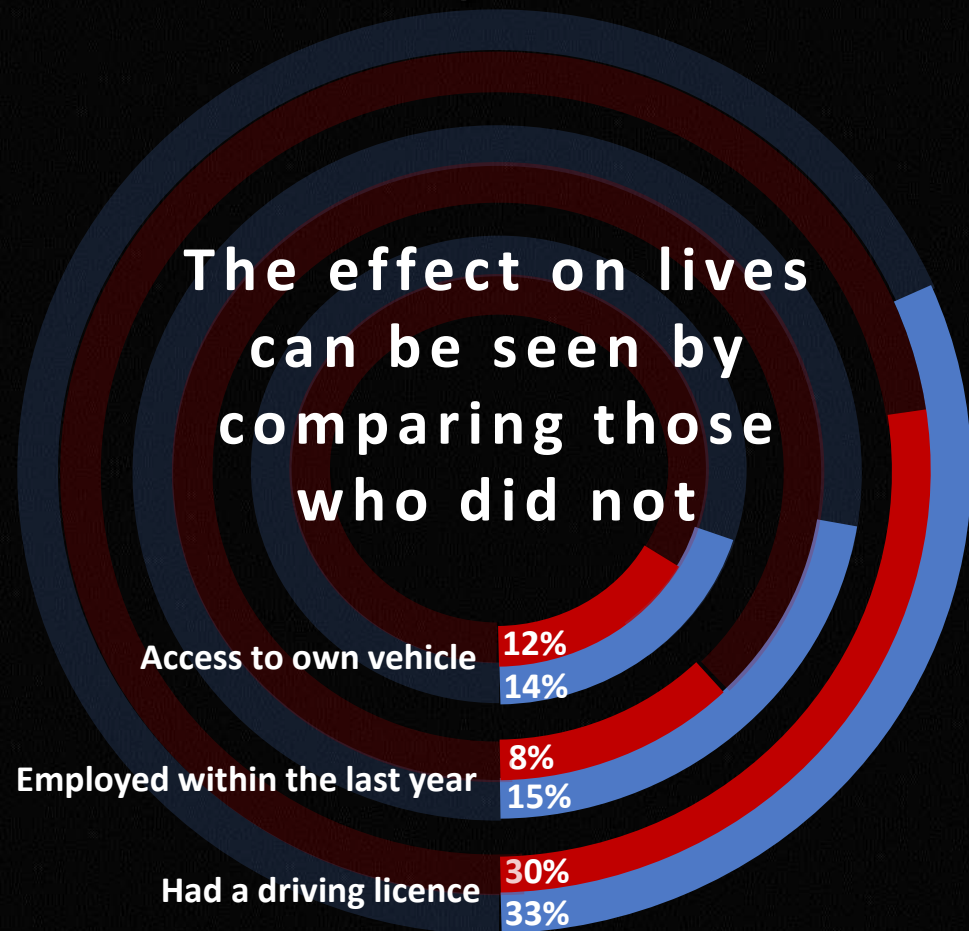
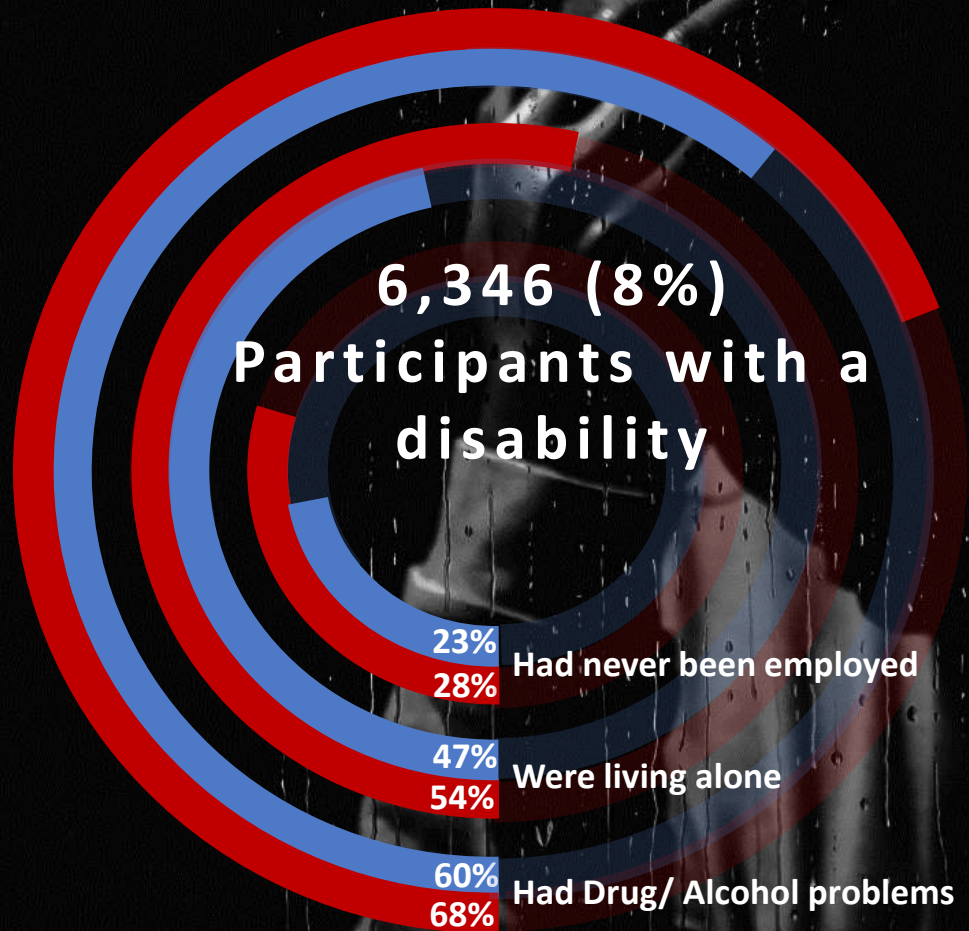
My Progress

With the help of the CFO programme I was able to get help to understand more about my substance abuse problem, how this affected my behaviour and also the impact it was having on my life.

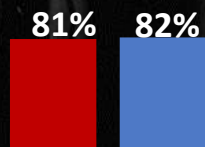
With an increase in my self awareness and the additional confidence this brought me, I was able to focus on other challenges such as finding a job.

After further help from my Case Manager with online job searches and interview preparations, I was able to secure a job as a labourer, my first in many years.

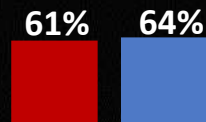
The Impact of Disability



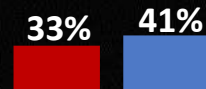
Participant Pathway Progress



Core Activities



Supportive Measures



Education & Training



Left to Employment

Participants with Disability: 6,346 (8%)

Participants without a Disability: 78,620 (92%)



My Story



I enrolled on the CFO Programme with a long term physical impairment and a mental health disability.

I believe these factors contributed to my lack of confidence, especially within group and social settings, and also to the fact that I had never had a job before.



My Progress



My Case Manager helped me to get support for my depression and encouraged me to engage with others in a manner I was comfortable with.

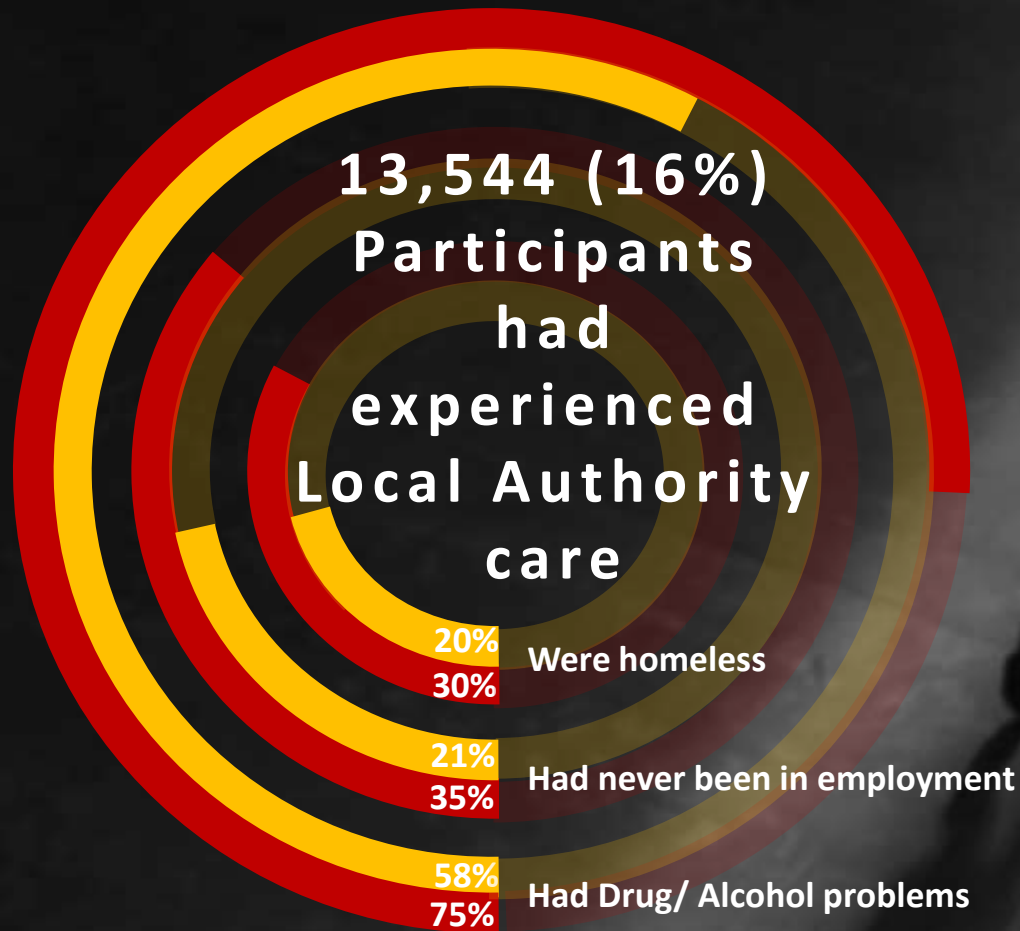
The CFO Programme also provided me with help so I could learn about money management and budgeting, and they supported me in my efforts to find my first ever job.

It wasn't easy, and after several unsuccessful applications, I began to lose hope but I was encouraged to keep on trying.

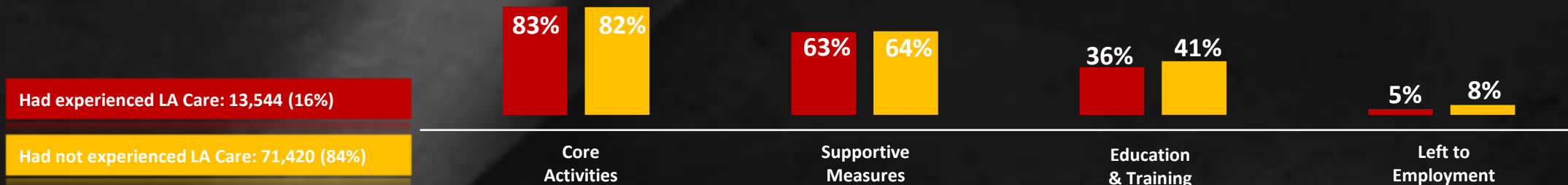
When I got an interview for a supermarket job, my Case Manager helped me to prepare for it.

My application was successful, and I am now working for the first time in my life!

Local Authority Care



Participant Pathway Progress





My Story

After spending much of my life in prison and Local Authority care, adjusting back to the community was never going to be easy.



My Progress

The CFO Programme was able to step in and support my transition by helping me to obtain identity documents, apply for a driving licence and open a bank account. These were things I knew nothing about.

They even supported me with my addiction problems, something else that was a big concern for me, and also helped me learn about budgeting, benefits and the importance of good communication.

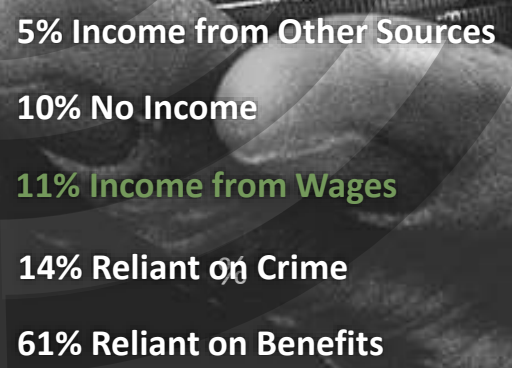
After further assistance from my Case Manager to create a CV, apply for jobs and prepare for interviews, I succeeded in finding a job in the food industry.



Income & Debt

Income

Only **11%** of CFO3 Participants had a regular wage.
61% relied on benefits as their main source of income.



Debt

55% of Participants had outstanding debt.
40% claimed this affected their offending.





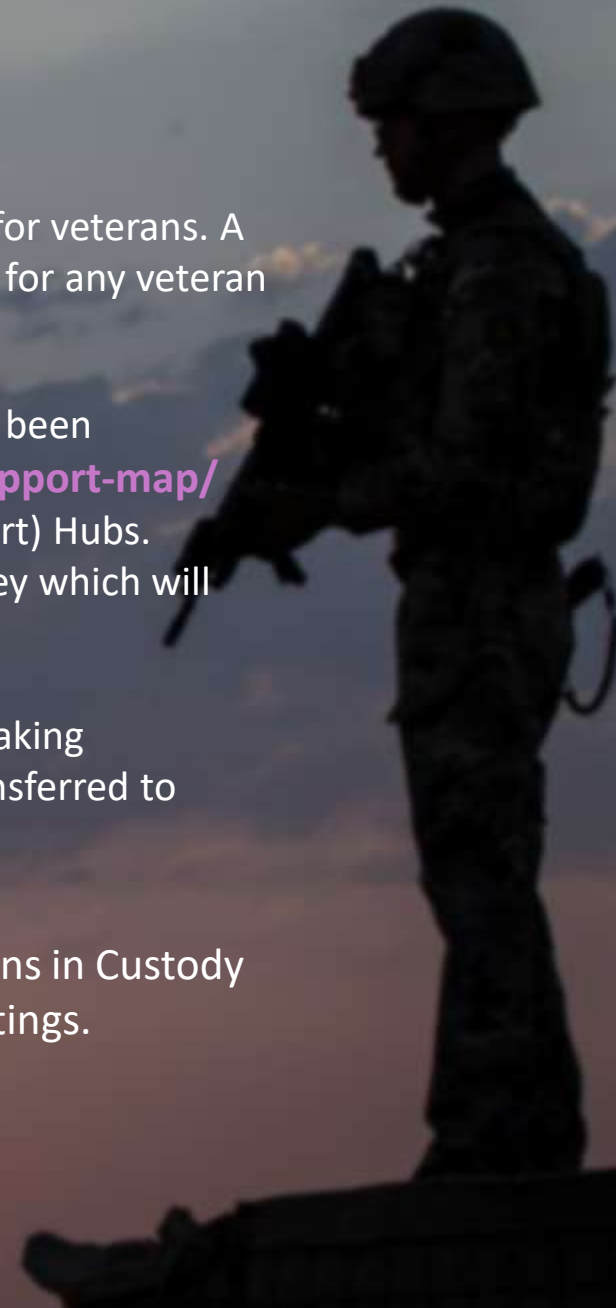
Armed Forces Covenant

Since the NESP project began in 2016, CFO has continued to enhance the support for veterans. A CFO Veteran Policy Lead has been appointed and is the full time contact nationally for any veteran related queries from prisons.

Over the recent years CFO has expanded the stakeholder engagement and this has been reflected in the Veteran Support Map <https://mod.co-financing.org/veteran-support-map/> along with the expansion of CFO delivery into two veteran (and other specific cohort) Hubs. One at HMP Holme House which went live in June 2020 and the other at HMP Risley which will go live in July 2022.

CFO continue to support the Military Corrective Training Centre (MCTC) and are making stronger connections between them and any Detainees Under Sentence being transferred to HMP.

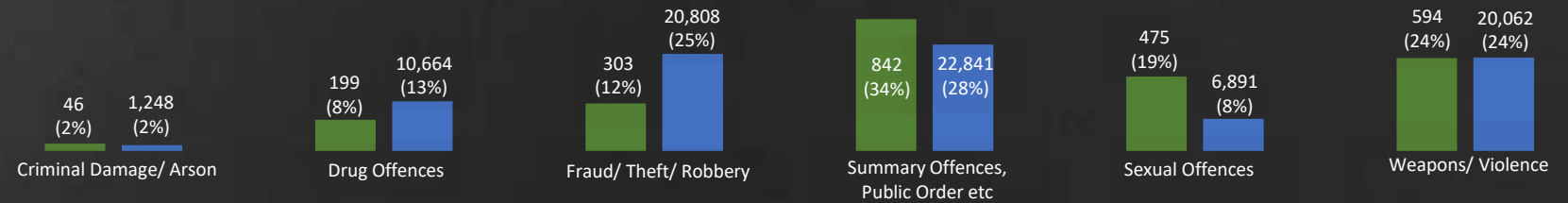
Since the Covid restrictions have been lifted, face to face support from Veterans in Custody Support Officers (VICSOs) has been reinstated in the form of forums and meetings.



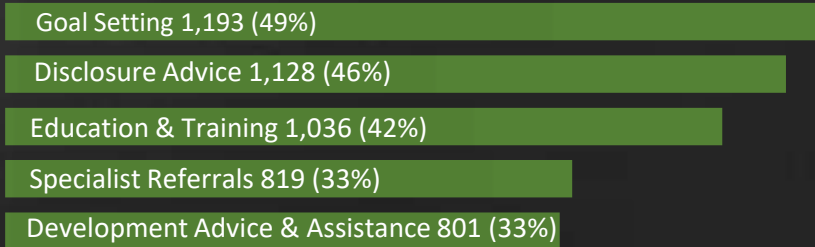
In Focus Veterans

Some of the issues that can affect Veterans can be seen when examining the background, types of offences, and support they required. These differences were also reflected in levels of achievement on the “Participant Pathway”.

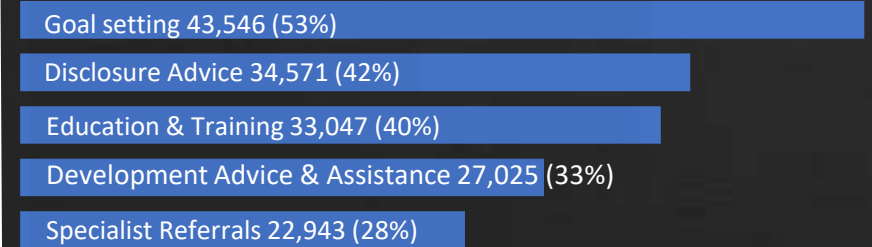
Offence Types



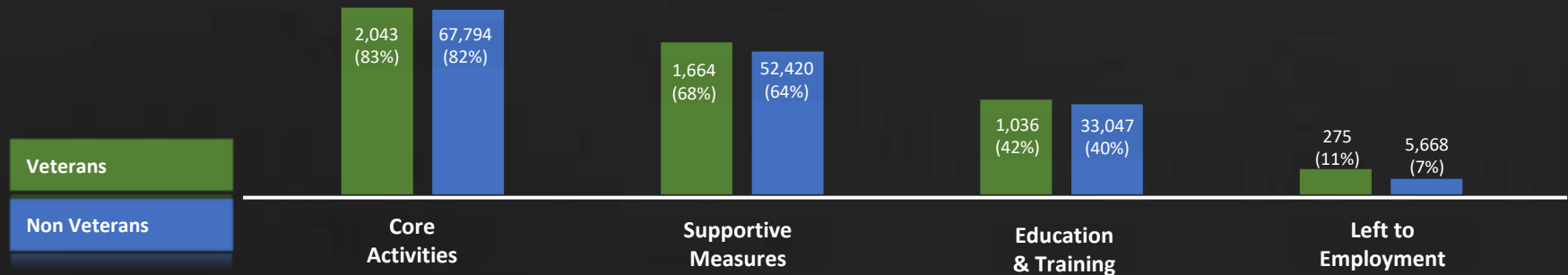
Achievements (Top 5)



Achievements (Top 5)



Participant Pathway Progress (%)



- Total Veterans: 2,459 (3%)
- Total Non-Veterans: 82,514 (97%)
- Parents (Veterans): 764 (31%)
- Parents (Non-Veterans): 22,740 (28%)
- Homeless (Veterans): 540 (22%)
- Homeless (Non-Veterans): 17,895 (22%)
- Disability (Veterans): 259 (11%)
- Disability (Non-Veterans): 6,087 (7%)
- Debts/ Fines (Veterans): 1,385 (56%)
- Debts/ Fines (Non-Veterans): 44,554 (54%)
- Drug/ Alcohol Addiction (Veterans): 1,328 (54%)
- Drug/ Alcohol Addiction (Non-Veterans): 50,041 (61%)



My Story



After my release from prison I found the PTSD that I had been experiencing since my time in the Armed Forces was seriously impacting my mental health.

This was having a considerable effect on my life due to my lack of family support and the problems I was having re-integrating with the local community

I was also finding it difficult to find a job. This was a particular worry for me as financial problems had led to my previous conviction.

Enrolment → 7 Months → Employment

My Progress



The CFO3 Programme was able to help me to register with a GP and get access to specialist support for my PTSD.

They also helped me to understand how to apply for the benefits I was entitled to and obtain identification documents.

Despite the restrictions during the Covid lockdown, my Case Manager was able to help me to apply for, and attend a Health and Safety training course.

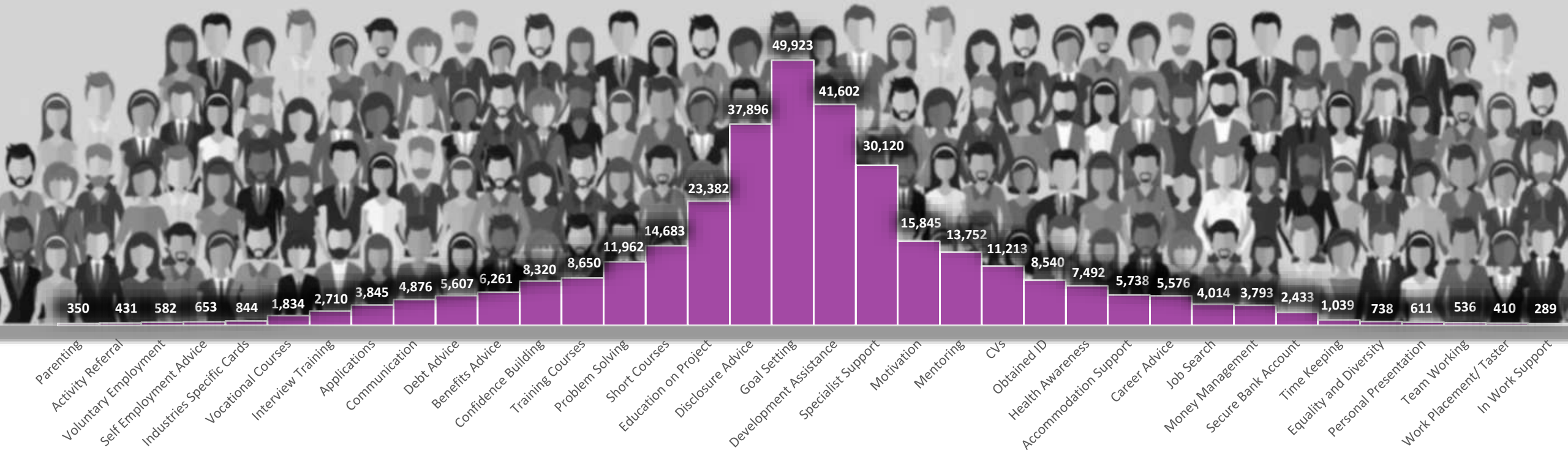
After receiving further help to create a new CV, register with employment agencies and prepare for interviews, I am pleased to say that I have now found a job as a customer service advisor.

CFO3 Summary

Between 2016 and 2021 the CFO3 Programme has successfully provided bespoke programmes of support to 85,023 Participants. The type of help given has ranged from basic functional activities such as obtaining ID, opening a bank account and budgeting, to specialist referrals for housing, mental health and family support. In addition to the various education opportunities we have made available, we have also provided participants with the practical help they needed to perform job searches, construct a CV and prepare for job interviews. The underlying aim of all activities is to allow CFO3 Participants to challenge their offending behaviour, reduce re-offending and remove the barriers to future employment.

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.



The CFO3 Programme has provided over **330,000** training courses and support modules designed to help participants reach their goals.



HM Prison &
Probation Service



Please contact us for more information

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