

CFO In Numbers

Celebrating the success and legacy of the CFO3 and CFO Activity Hub programmes



Introduction to CFO

HMPPS Creating Future Opportunities (CFO) commissioned programmes help participants through their rehabilitation journey, reducing reoffending as a result.

CFO have been supporting participants for over 20 years, with activities and services tailored to each individual in order to address key barriers they are facing.

Programmes take place in custody and the community, with a focus on through-the-gate activity, and are delivered by six providers across 9 regions.

This brochure celebrates the success of the CFO3 and CFO Activity Hub programmes, which ran from 2015 to 2024.

In 2024 the CFO Evolution programme launched, bringing the previous two programmes to a close.

All of the numbers within have been produced by our CFO Research and Statistics Team using our CFO CATS application. This has a proven track record and has been successfully used to manage over a quarter of a million CFO participants over the past decades.

Should you have any questions about the information you see here please contact the team via:

CFO-Statistics@justice.gov.uk

Alternatively, if you want to learn more about the new CFO Evolution programme, visit:

CreatingFutureOpportunities.gov.uk

Thank you ESF!



Everyone involved in CFO would like to thank the European Social Fund (ESF) for their dedication to the various CFO programmes throughout the years.

Introduction to CFO in numbers

Since the start of new
CFO delivery in 2015

124,375

participants have
accessed the CFO3
and CFO Activity
Hubs programmes!



Of participants
engaging with
CFO, 89% are
male, with 11%
being female.



91%

Did not know
how to disclose
their offence



68%

Wanted help to
attend courses/
qualifications



96%

Felt CFO would
improve their
prospects



53,048
received
disclosure
advice

1,199 time
keeping
support

10,756
received a
mentor

3,118 bank
account
secured

3,321
interview
training

18,865
motivation
help

CFO3

CFO3 focused on participants who had difficulty accessing mainstream services currently available – 116,656 participants enrolled on programme since launching in 2015.

It offered a through-the-gate service with focus on preparing for employment and release in custody, followed by training and employment.

Services included, but were not limited to:

- Core activities – support with ID, CV and disclosure statements
- Life skills – including financial, organisational, coping and communication skills
- Labour market supportive measures – interview skills, mentoring, self-employment and advice
- Support tailored to each individual

“

The support I have had has been fantastic; it has helped me to feel proud of myself because I have achieved a part-time job and a future to look forward too.

”



CFO Activity Hubs

CFO Activity Hubs were established in 2021, with 13,118 enrolments taking place between 2021 and 2024. The Hubs offered a safe space for participants to spend time and take part in activities in the community. The programme was voluntary and complemented existing Probation Practitioner (and mainstream) arrangements. CFO Activity Hubs were available in 22 community locations, with a veteran-specific Hub at HMP Holme House.

Focusing on encouraging participants to engage with activities, Hubs received referrals from different sources, including; Probation, Courts, CAS Housing, DWP, CFO3 and more, with each participant journey being specifically adapted to help them overcome key barriers.



“The CFO Activity Hub has always been a welcoming and understanding environment for me, my Support Worker is amazing and knows how best to support me.”

access
services

1,463
took part in
sports

1,863
gained life
skills

2,762
helped with
housing

1,747
helped with
family ties

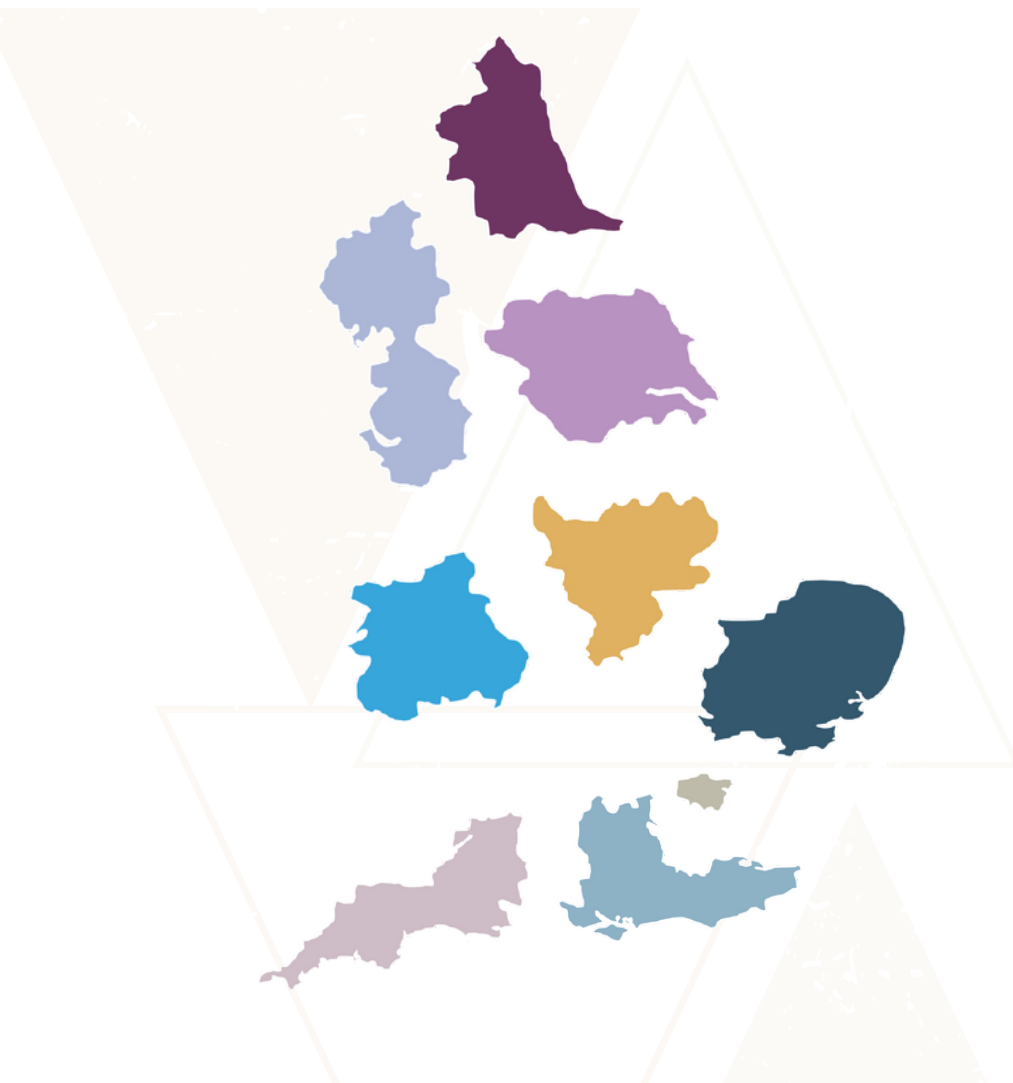
796 got
careers
advice

7,705 did
1 or more
activity

Regional Delivery

CFO3 and CFO Activity Hubs were delivered throughout England, meaning participants were never too far from provisions. Here is where participants enrolled on the programmes.

29,865 participants moved region while on the CFO programmes. Despite this 56% continued to successfully engage following their move. 61% went on to complete further activity, with 1,261 securing a job role!



12,223

East Midlands

11,325

East of England

12,926

London

9,395

North East

22,299

North West

16,919

South East

9,592

South West

16,192

West Midlands

14,326

Yorkshire and
the Humber

Accessing CFO

With participants engaging with CFO in all regions across England, they arrive from a variety of different referral routes, and access the programmes in different manners.

55,925 participants started their CFO journey in custody, whilst 68,450 began in the community.

41%
of CFO
Activity Hub
participants
also engaged
with CFO3

46,149 participants left custody while on the CFO3 programme. 62% successfully engaged in the community following release, and 57% of these went on to compete further activity, including 2,861 participants securing a job role!

80%

Participants referred to CFO Activity Hubs by the Probation Service

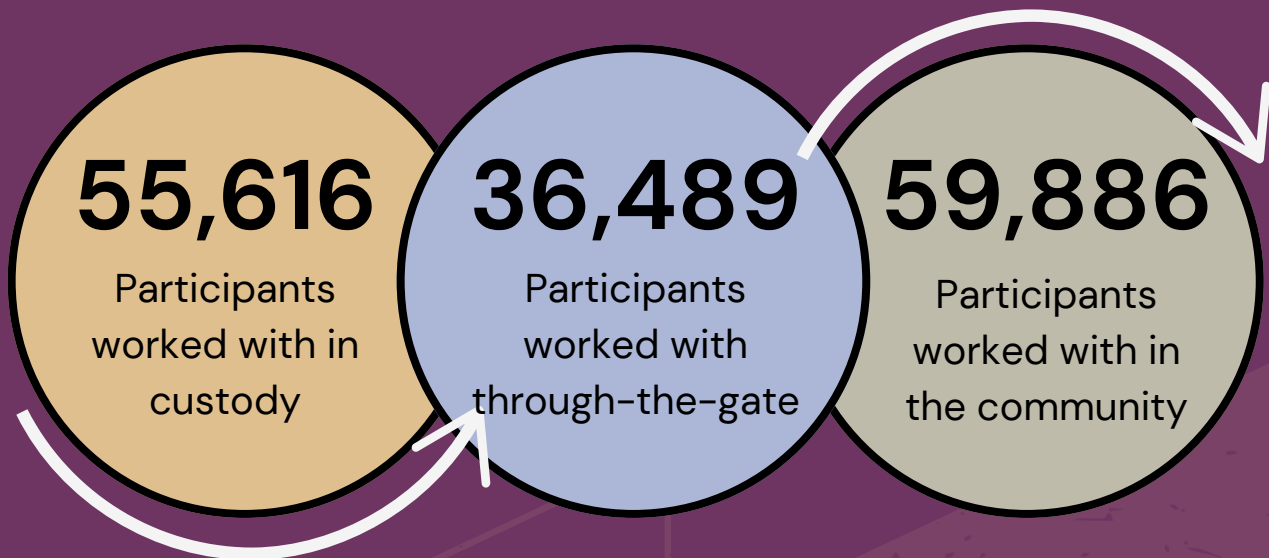
**CFO Activity
Hubs are within
30 minutes
travel time for
56%
of participants!**



CFO3

Demographics

CFO3 was accessed by 116,656 of the hardest to help participants, many of whom required a great deal of support in order to move into employment.



26,883

Participants with
physical health
issues



17,498

Participants who
are care
experienced



59,353

Participants with
mental health
issues



66,483

Participants with
drug or alcohol
issues



18,015

Participants with
learning
difficulties



12,509

Female
participants

CFO3

Achievements

Of those engaging with CFO3, 22% of participants had never been employed before, and 61% did not complete schooling to age 16. CFO3 activities helped to move these participants closer to the labour market and achieving employability resettlement needs.



16,953

Gained assistance in creating a CV

53,048

Received disclosure advice

6,142

Undertook a job search

3,321

Underwent interview training

11,436

Gained assistance in obtaining formal ID

10,756

Paired with a mentor

Further Support

CFO3 participants also engaged with:



55%
Goal Setting



12%
Problem Solving



8%
Health Awareness



7%
Benefits Advice



16%
Motivation Support

CFO3

Achievements

By engaging with CFO3 for three months, participants were almost twice as likely to secure paid employment!

Support delivered by CFO3 helped to move participants significantly closer to securing a job role. (Percentage of engaged participants who secured jobs in brackets):

- CV Writing = **22%**
- Careers Advice = **17%**
- Job Search = **52%**
- Housing Support = **12%**
- Money Advice = **12%**
- Health Advice = **14%**
- Mentoring = **12%**



1,153

Participants who
had never
previously worked
progressed into
work

2,551

Participants with no
education or
qualifications
progressed into
work

Removing Financial Barriers

Since 2015, CFO have provided £6.4m directly to 35,073 participants to alleviate any financial barriers inhibiting their successful progression on the programme.

Participants were able to claim an average of £184 to cover the costs of a range of provisions. This included payment of course fees, acquiring formal ID, travel expenses, covering the cost of equipment required for a training course or appropriate clothing for an interview.



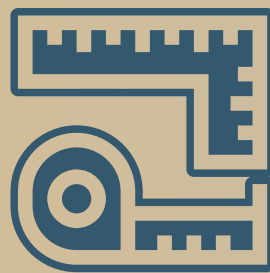
Did you know?

12,488 participants had their course fees paid for, resulting in almost 20% of them securing paid employment.



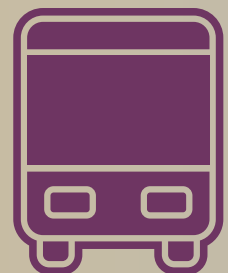
2,722

Participants were helped with funding for clothing (including PPE), receiving an average of **£76**



2,491

Participants were helped with funding for equipment, receiving an average of **£153**



4,120

Participants typically received **£10.60** for travel to training courses or interviews

CFO Activity Hub

Demographics

Participants engaging with CFO Activity Hubs were from a range of backgrounds and cohorts, totalling 13,118 enrolments between 2021 and 2024. Support for individuals was tailored in order to help tackle their specific barriers and preventing reoffence.



2,439

Participants
aged 50+



1,839

Participants
aged under 25



2,796

Ethnic Minority
participants



1,426

Female
participants



1,656

Participants
registered disabled



890

Participants who
were carers

Social Isolation

17% of CFO Activity Hub participants had nobody to go to for support, with 33% lacking support from family, and 47% with no support from friends. This makes social isolation challenging for CFO Activity Hub participants.

Keep reading to see how Hubs support those who are isolated in the community.



CFO Activity Hub

Achievements

Participants engaged with CFO Activity Hubs at a pace which suited their rehabilitation journey, with tailored support to help overcome personal barriers.

Activities and interventions available included accommodation, financial support, group activities and more.

Outcomes are plentiful, and not limited to what is seen here.

Social Isolation

2,092 participants gained help with independent living 1,747 were supported with family ties and 59% took part in at least one activity at a CFO Activity Hub (not 1-2-1 support). All of this helped participants to find their place in the community and become less socially isolated.



3,543

Supported to access outside agencies



2,762

Received help with their accommodation



2,269

Received debt advice



1,863

Gained a range of life skills



1,686

Undertook a 'pro-social identity' course



1,346

Engaged with 10 or more activities

A Message from the Head of CFO

CFO's success has been delivered by an incredible team that has made collaboration, innovation, and an unwavering commitment to rehabilitation their benchmark. By fostering innovation and a learning-oriented culture, the team has risen to the challenge of engaging with and supporting those offenders who face the most difficult barriers to reintegration with society.

For many of our participants, the hardest step is the first one on a long road to reintegration. CFO stands alongside them throughout that journey, offering tailored support and encouragement every step of the way.

The courage and resilience shown by our participants in overcoming immense challenges is nothing short of extraordinary, and their successes represent the heart of the CFO programme's purpose and drive to deliver.

Since 2015, CFO has achieved a proven reduction in one-year reoffending from 41% to 35%, resulting in 43,500 prevented reoffences, and increased employment rates from 18% to 23%, resulting in 6,800 jobs. Combined this has led to an estimated £3.84 return on every £1 invested.

Reflecting on what we have achieved together I am filled with immense pride. Together, we have changed lives and made communities stronger. It has been an honour to be part of this journey, and I look forward to continuing to make a difference as we move forward into a new chapter for the CFO programme.

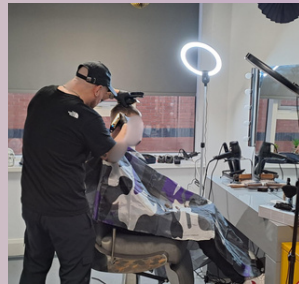
Mark Nickson, Head of CFO



Working with CFO Evolution

The CFO3 and CFO Activity Hub programmes may have ended, but the support they offered continues under the successor programme – CFO Evolution. Building on lessons learned, CFO Evolution unites the best aspects of these programmes to offer a seamless, end-to-end progression route from prison to the community. It provides tailored support for hard-to-reach individuals, reducing barriers to mainstream services and increasing access to employment and training opportunities.

CFO Activity Hubs continue to provide welcoming spaces, fostering participation through engaging activities and an empathetic, non-statutory approach. Positive peer groups are established and fostered, with support from those with lived experience being key.



Maintaining family ties remains a priority, as strong connections are proven to reduce reoffending. The programme facilitates this during custody and supports pre-release re-establishment of contact.

CFO Evolution ensures continuity of care, working closely with probation practitioners to support offenders during the critical transition from custody to the community. With services available in 33 Activity Hub locations and over 89 prisons, including 14 CFO Wing Prisons, it offers comprehensive support to promote successful resettlement for hard-to-help individuals.

To find out more about CFO support in custody and the community please visit:

[CreatingFutureOpportunities.gov.uk](https://www.creatingfutureopportunities.gov.uk)

Make a referral

Referrals can be made to CFO Evolution via:
CreatingFutureOpportunities.gov.uk/CFO-Evolution-Referrals
or by scanning the QR code!



CreatingFutureOpportunities.gov.uk