



What our we measuring?

- The proportion who are in employment 6 months following release from custody
- Limited to those who are either employed or unemployed exactly 6 months after release
- Those who are unavailable for work are excluded. Reasons for being unavailable include:
 - Being back in custody
 - Being in education
 - Being incapacitated for work due to ill health
 - Being a carer
- Used CATS+ MI, HMRC employment data and DWP benefit data
- Figures designed to be comparable to Service Level MI017a
- Able to determine:
 - Contribution made by CFO to the national SL metric
 - Improvements to employment rates arising from CFO intervention
 - How impact on employment rates varies between key cohorts
- All figures cover the 4-year period Apr 2020 to Mar 2023

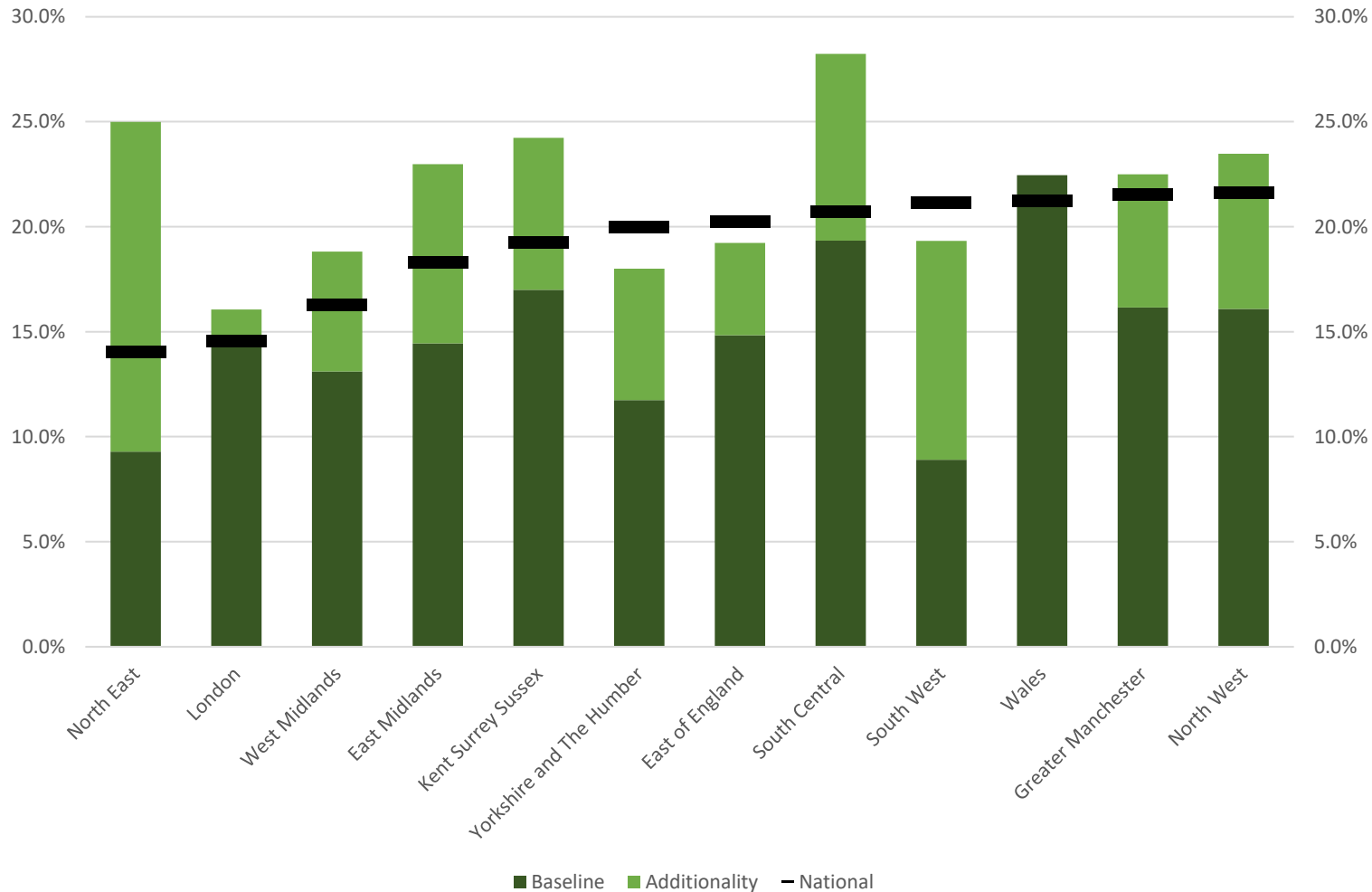


Headline Figures

- **1,865 (20.6%) of CFO participants were in employment 6 months post-release**
- Of these 1,865 employment outcomes:
 - 595 (32%) were a result of CFO activity
 - Of which, 386 (2 in 3) are paid and evidenced programme outcomes
 - And 209 (1 in 3) are resulting indirectly from CFO activity such as improvements to employability
 - Remaining 1,270 (68%) jobs are expected to have still been gained in CFO's absence (deadweight)
- **Take home: CFO intervention has increased employment rate of its participants by almost 50%.**
- Estimated initial employment rate of CFO participants was 14.0%
- Compare to national average of 18.7%. CFO target the hard to help.
- With intervention, participants **employment rate increased from 14.0% to 20.6% (+6.6%)**.
- CFO participants start less employable than the national average and end the programme more employable than the national average.
- These 595 employment outcomes represent 3.3% of the total number in employment in the national figures
- In the absence of these additional outcomes, the average national employment rate over the period of analysis would fall from 18.7% to 18.1%.

Impact on Employment 6 Months After Release

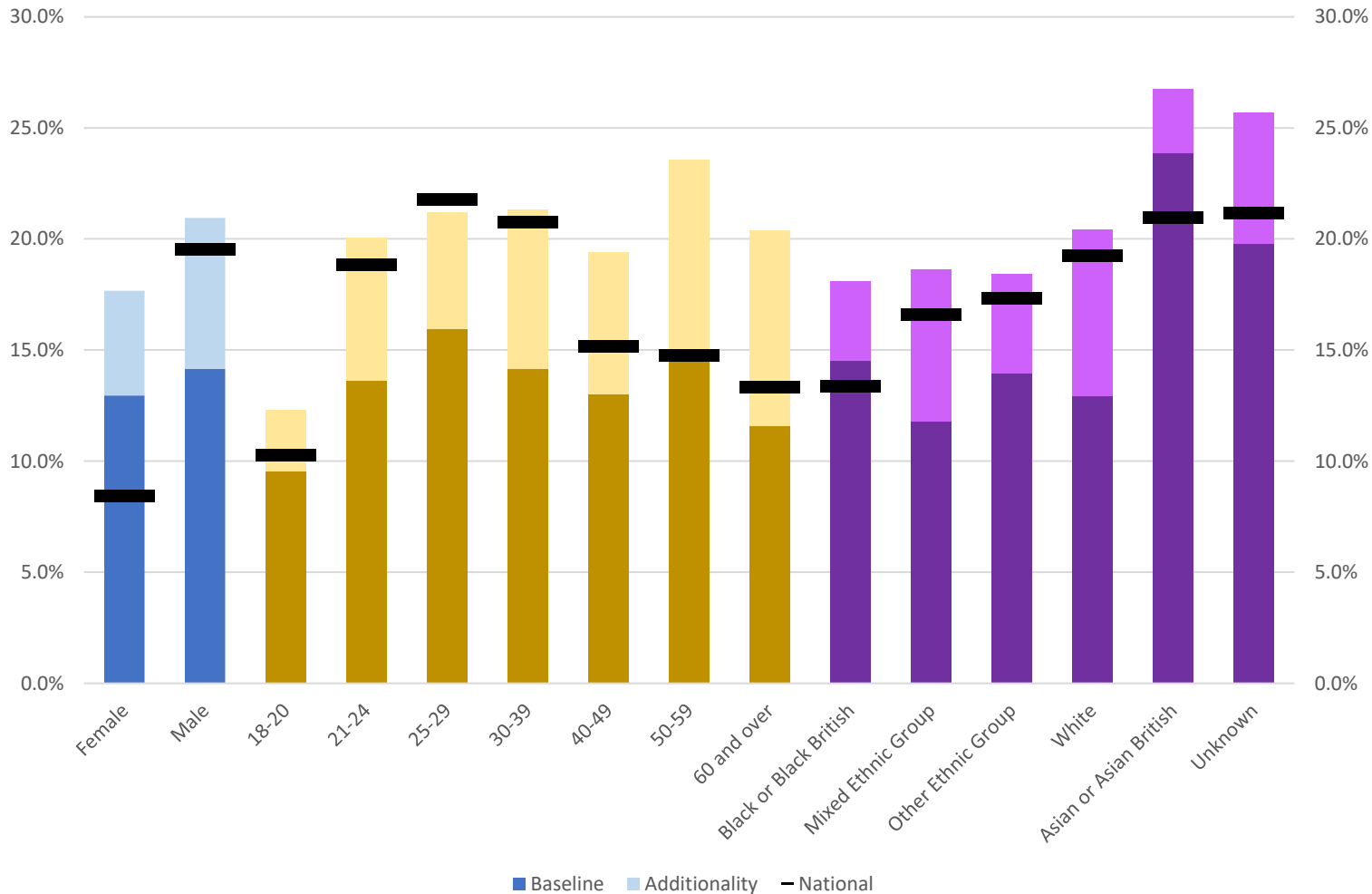
Employment Rate, Apr 2020 to Mar 2023, Split by Region



- In all English regions, CFO participants were initially less likely to gain employment than the wider population.
- Improvements to employment were made across all areas.
- In most regions this led to employment rates being raised to above that of the wider population.
- Progress was most pronounced in the North East, where participants went from having a 1 in 10 chance of being in employment to a 1 in 4 chance.
- Progress in London was limited.

Impact on Employment 6 Months After Release

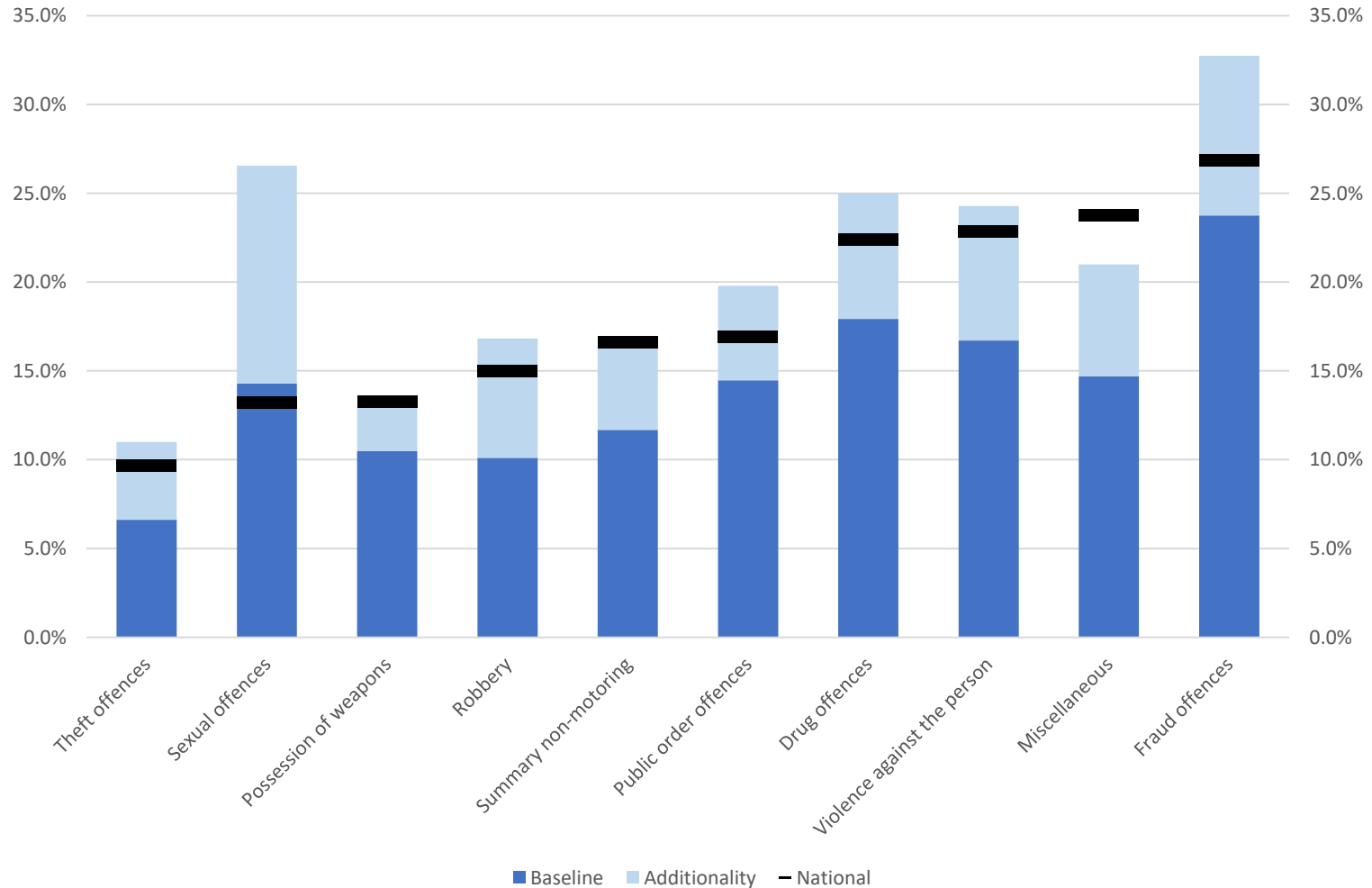
Employment Rate, Apr 2020 to Mar 2023, Split by Demographic Groups



- Improvements to employment were made across all groups.
- In almost all groups this led to employment rates being raised to above that of the wider population.
- Female participants are typically more employable on joining the programme than the national average for females.
- Greatest contribution is made with young and older offenders.
- Black and Asian participants were more employable on starting than we might expect.

Impact on Employment 6 Months After Release

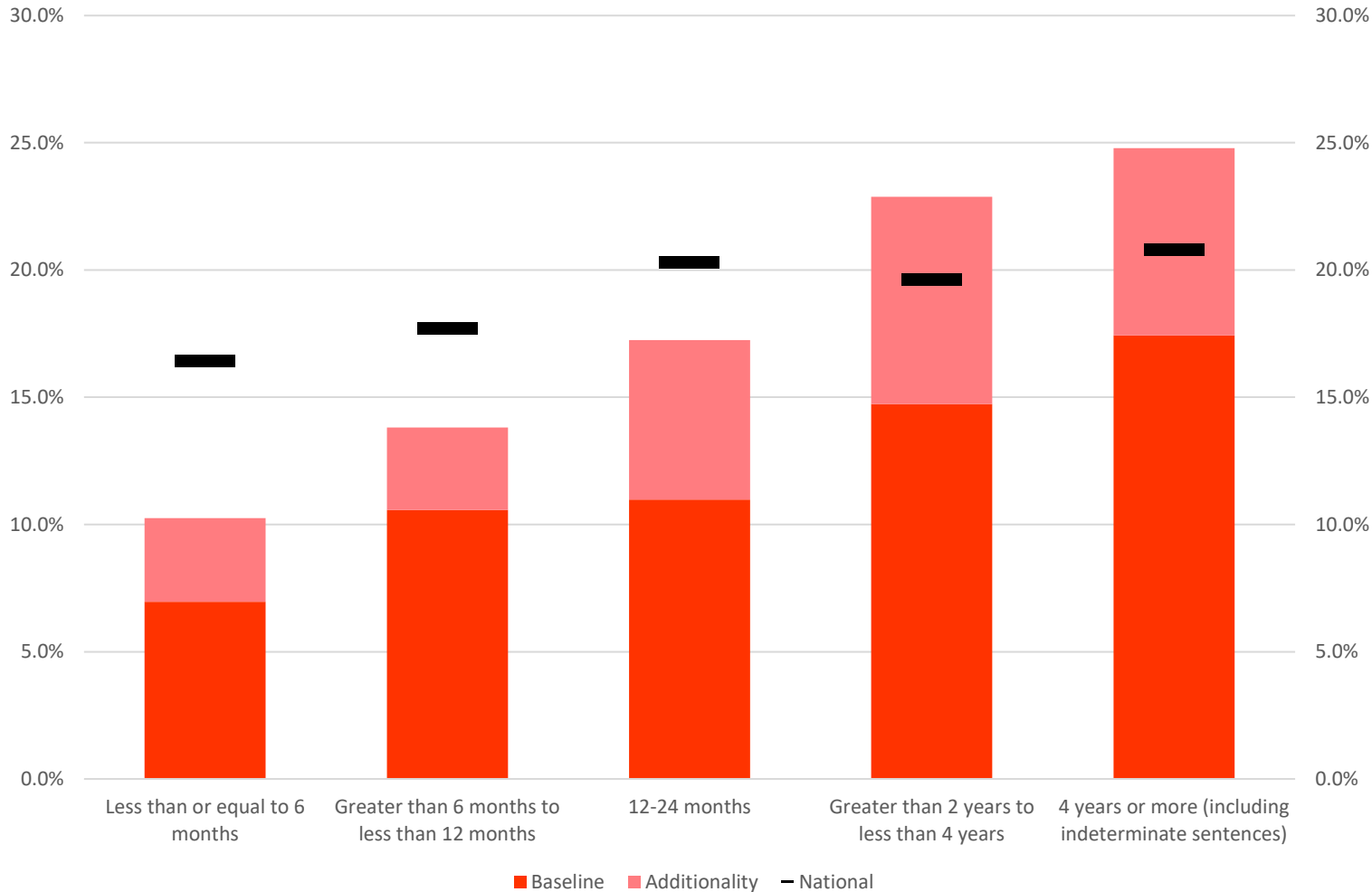
Employment Rate, Apr 2020 to Mar 2023, Split by Offence Type



- With the exception of sexual offences, CFO participants were initially less likely to gain employment than the wider population.
- Improvements to employment were made across all areas.
- With the exception of misc. crimes, this led to employment rates being raised to above that of the wider population.
- Progress with sexual offenders was particularly pronounced, with the probability of gaining employment almost doubling with programme intervention.

Impact on Employment 6 Months After Release

Employment Rate, Apr 2020 to Mar 2023, Split by Sentence Length



- Improvements to employment were made across all sentence lengths.
- Generally, the longer the sentence the greater the improvement in employment rates.
- CFO intervention was particularly effective with those serving longer or indeterminate sentences.