



National Offender  
Management Service



European Union  
European Social Fund  
Investing in jobs and skills

# In Numbers

a statistical overview of the  
NOMS Co-financing Organisation

All English Regions  
Round 2: Veterans

# 1. Introduction

All English Regions  
Round 2: Veterans

## NOMS Co-financing Organisation

Since 2010, the ESF (European Social Fund) funded NOMS Co-financing programme has been working with offenders (participants) in England, aimed at improving employability and consequently helping to change offender's lives and reduce reoffending.

During the 2<sup>nd</sup> phase (Round 2) of the programme 2011-15, regionally focussed projects were commissioned with a range of providers appointed to help offenders access a range of employment services, with the ultimate goal of gaining employment.

In order to be worked with on ESF funded programmes, potential participants must be eligible to work in the UK, and for custodial cases be within three years of their anticipated date of release.

## Programme Data & CATS

All data used in this report is obtained from the NOMS CFO developed Case Assessment and Tracking system (CATS), with all CATS entries undergoing the scrutiny of the NOMS CFO's Data Integrity team.

## Report Coverage

Area

All English Probation Areas & Prisons

Provider

All NOMS CFO Providers

Period

Round 2: Jan 2011 to Jun 2015

Total Starts

3,539 participants

Comments

This report covers all participants who declared themselves as ex-service personnel on Round 2 of the NOMS CFO programme.

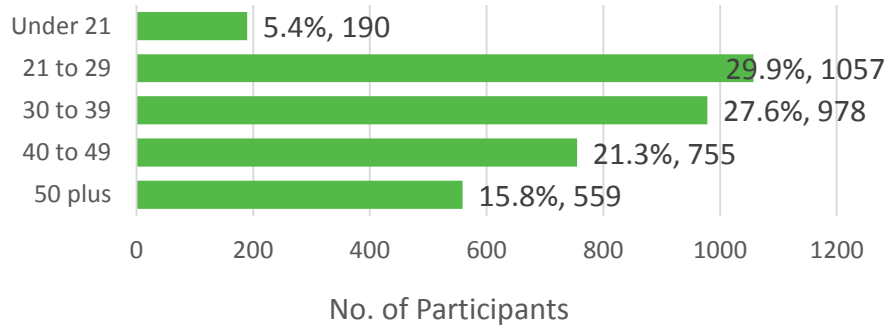
This report was compiled by the NOMS CFO Research & Statistics team. For more information on the NOMS Co-financing Organisation and its programmes, visit [www.co-financing.org](http://www.co-financing.org)

Alternatively, contact [CFO-Servicedesk@noms.gsi.gov.uk](mailto:CFO-Servicedesk@noms.gsi.gov.uk) or call **01925 423 423**

## 2. Demographics

All English Regions  
Round 2: Veterans

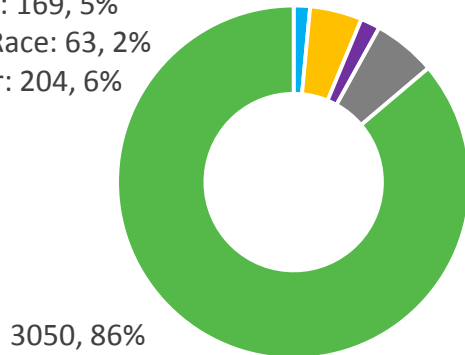
### Age



Participants on the NOMS CFO programme come from a varied demographic distribution that is largely reflective of the wider offender cohort that they come from. Due to the strict 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 – increasing their numbers slightly.

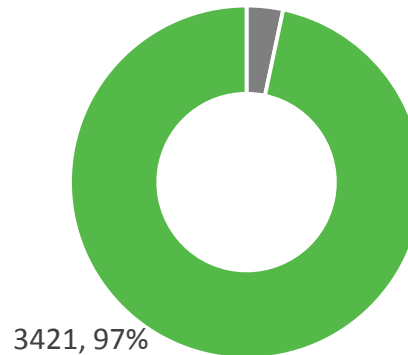
### Ethnicity

Asian: 53, 1%  
Black: 169, 5%  
Mixed Race: 63, 2%  
Other: 204, 6%



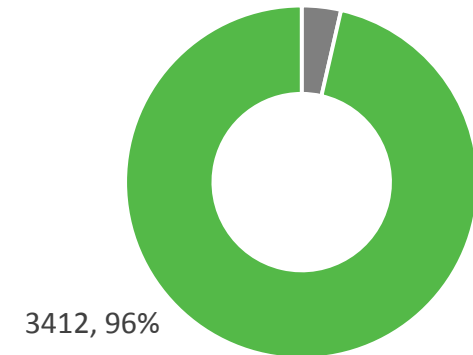
### Gender

118, 3%



### Nationality

127, 4%



■ Asian ■ Black ■ Mixed Race ■ Other ■ white-British

■ Female ■ Male

■ non-British ■ British

## 3.1 Assessed Barriers to Employment: *Experience & Qualifications*

All English Regions  
Round 2: Veterans

22.5%

797

did not have any  
qualifications

21.9%

775

did not finish their formal  
school education

49.9%

1,766

did not have a  
completed CV

50.5%

1,787

did not have a current,  
valid driving licence

100.0%

3,539

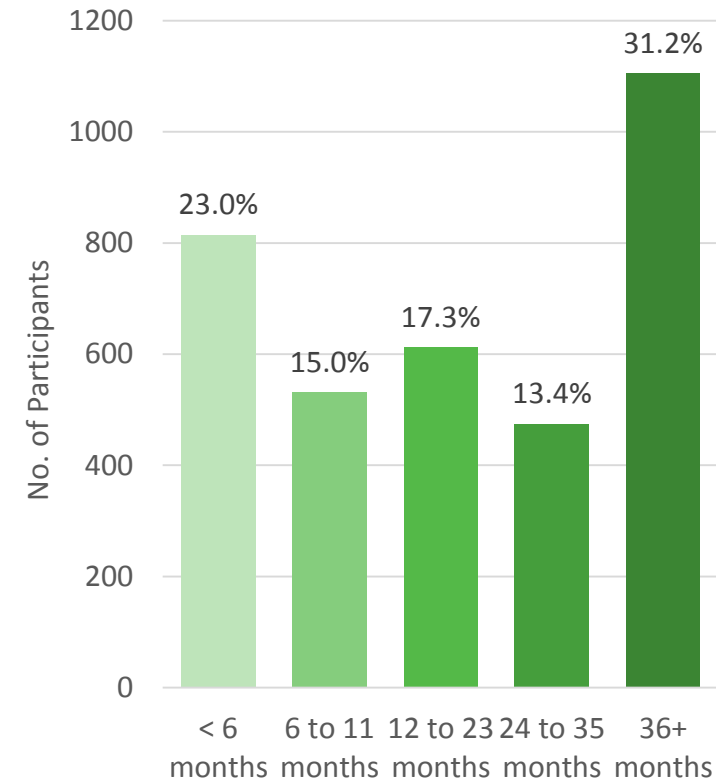
had been a member of  
the armed forces

17.1%

606

did not have any  
computer skills

### Time Spent Unemployed

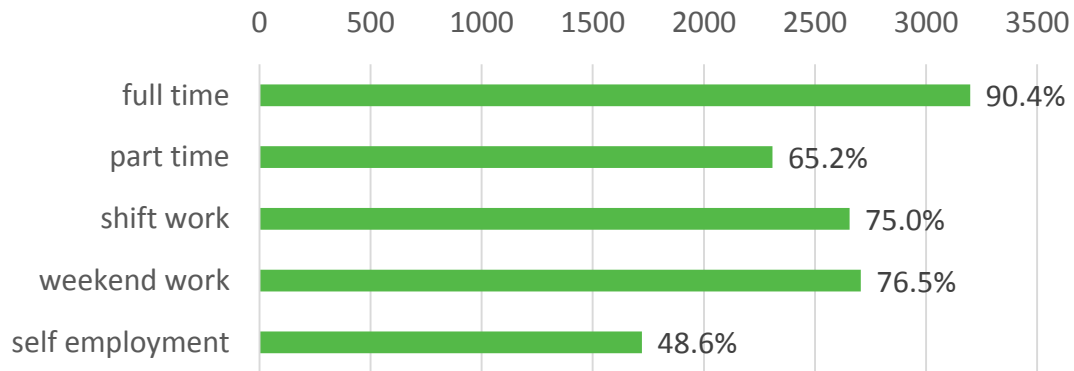


Most of the NOMS Co-financing programme's participants faced significant barriers to employment due to their general lack of education, qualifications and basic skills. All participants were unemployed or economically inactive before coming on to the programme, with a significant number having not worked for several years. A small but significant number of participants declared themselves as having previously been a member of the armed forces – this includes some foreign nationals who served for their country of origin.

## 3.2 Assessed Barriers to Employment: *Attitudes & Expectations*

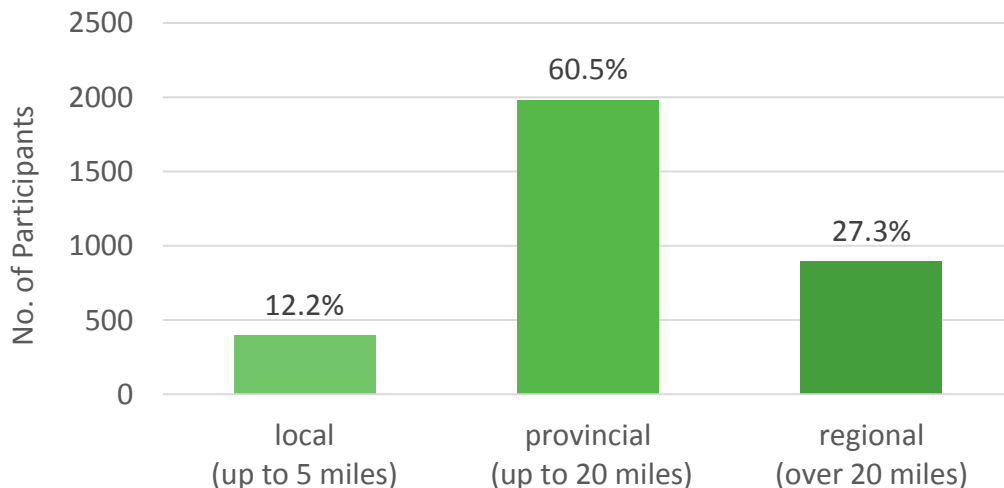
All English Regions  
Round 2: Veterans

### Patterns of Work Considered



The majority of NOMS CFO programme's participants thought that having a job would reduce their chance of reoffending. Despite many of the barriers faced, many were willing to engage with a mentor, consider alternative working patterns or travel in order to find employment.

### Distance Prepared to Travel



58.9%  
2,084

did not know how to  
disclose their offence

90.5%  
3,202

thought having a job  
would reduce their  
chance of reoffending

48.5%  
1,718

did not think they had  
access to transport

26.9%  
953

were interested in  
having a mentor

# 3.3 Assessed Barriers to Employment: Health & Substance Misuse

All English Regions  
Round 2: Veterans

The prevalence of health, mental health and substance misuse issues amongst the NOMS CFO programme's participants is high. In many cases, these issues have affected the participant's employment or housing situation. A large number of participants required help with learning difficulties, with many struggling with basic reading, writing and the use of numbers.

4.7%

168

considered themselves disabled

18.1%

642

had physical health issues that affected their employability

18.3%

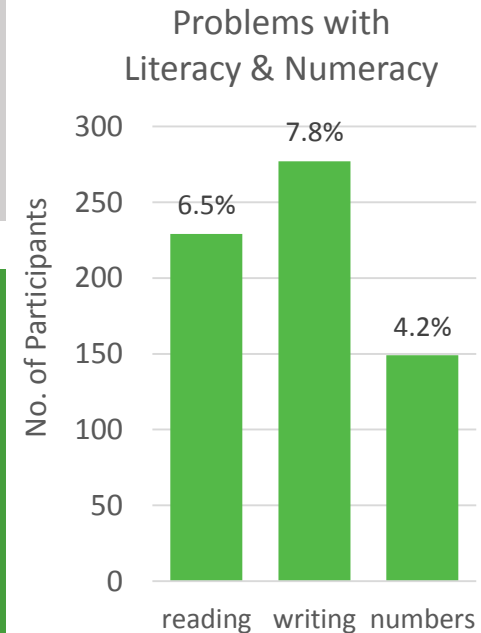
646

had mental health issues that affected their employability

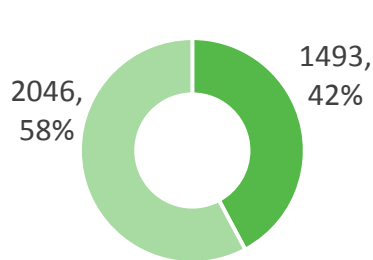
7.0%

248

required extra support for learning difficulties

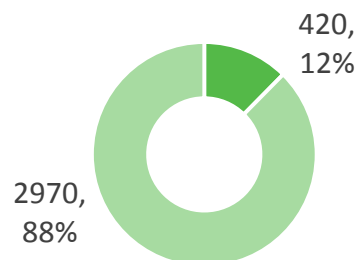


Used Illegal Drugs



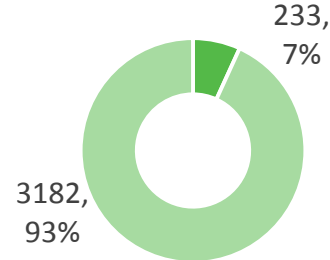
■ Yes ■ No

Drugs Affected Work



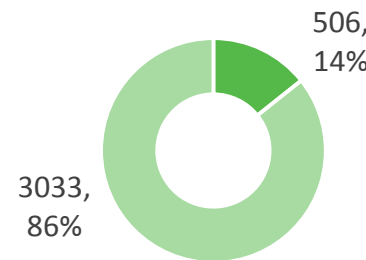
■ Yes ■ No

Drugs Affected Housing



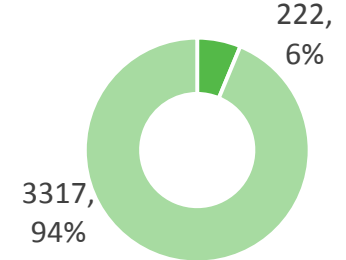
■ Yes ■ No

Alcohol Affected Work



■ Yes ■ No

Alcohol Affect Housing

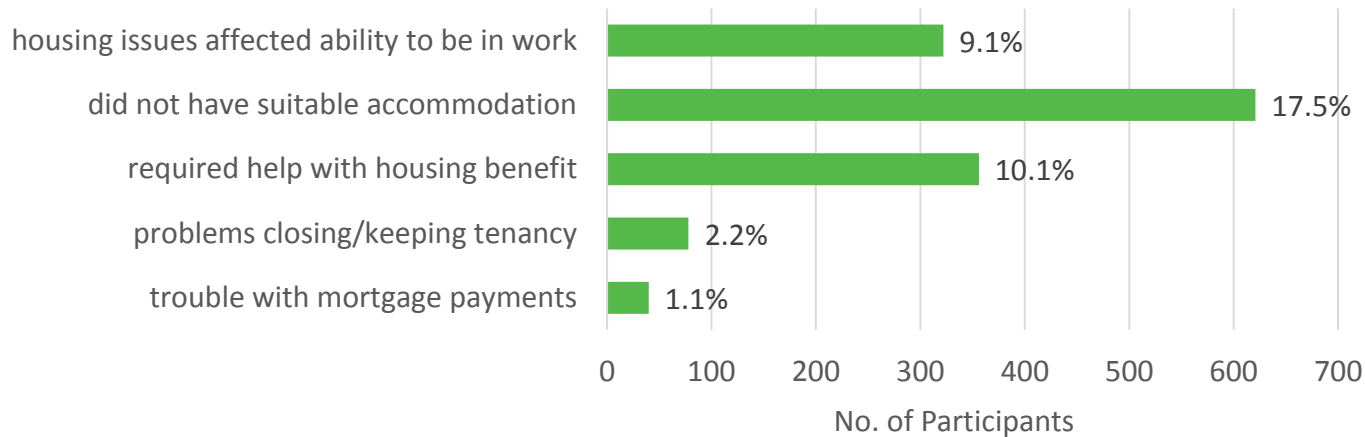


■ Yes ■ No

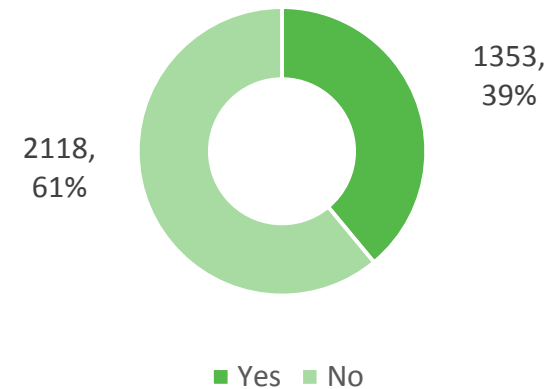
# 3.4 Assessed Barriers to Employment: *Money & Home*

All English Regions  
Round 2: Veterans

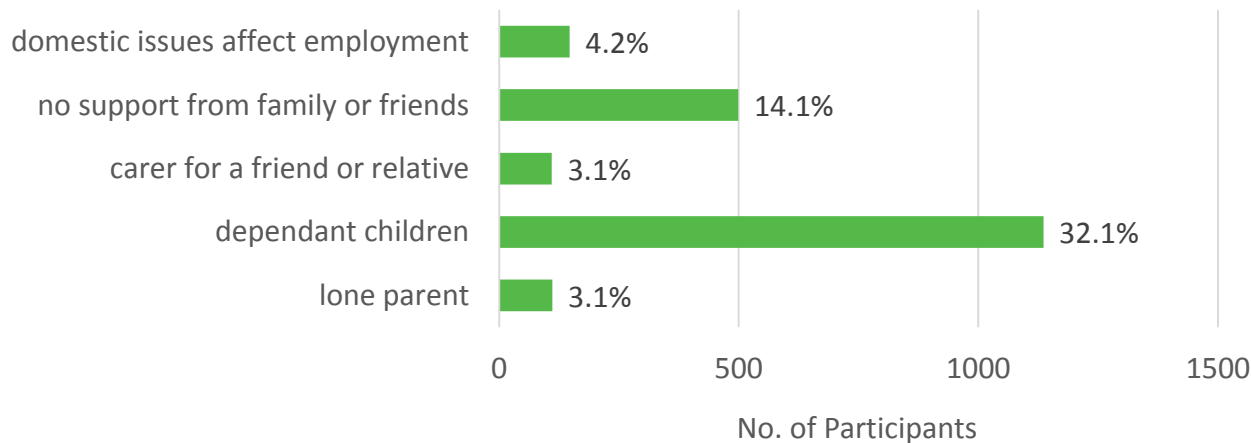
## Housing Issues



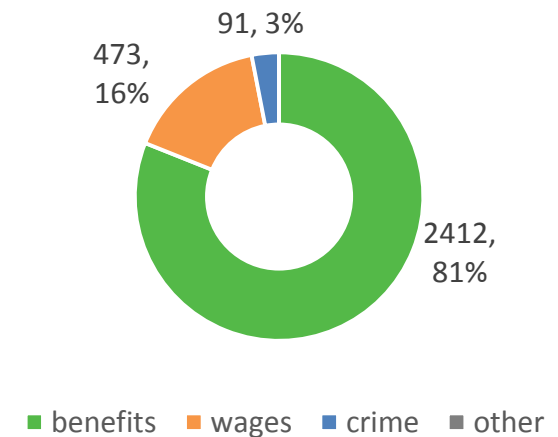
## Had outstanding debts or fines



## Relationship & Domestic Issues



## Previous source of income



# 4.1 Achievements

## Getting Started: Signposting & Advice

All English Regions  
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35.7%  
1,262  
gained help  
disclosing  
their offence

1.1%  
38  
gained help  
with their  
housing

0.2%  
8  
gained help  
with childcare

NOMS CFO programme participants face a broad range of potentially severe barriers to employment. A large part of the programme's effort is aimed at addressing and mitigating these issues, allowing participants to move forward towards becoming job-ready.

32.1%  
1,137  
were referred  
to specialist  
support

3.7%  
130  
gained health  
advice

12.5%  
441  
gained help  
with their  
finances

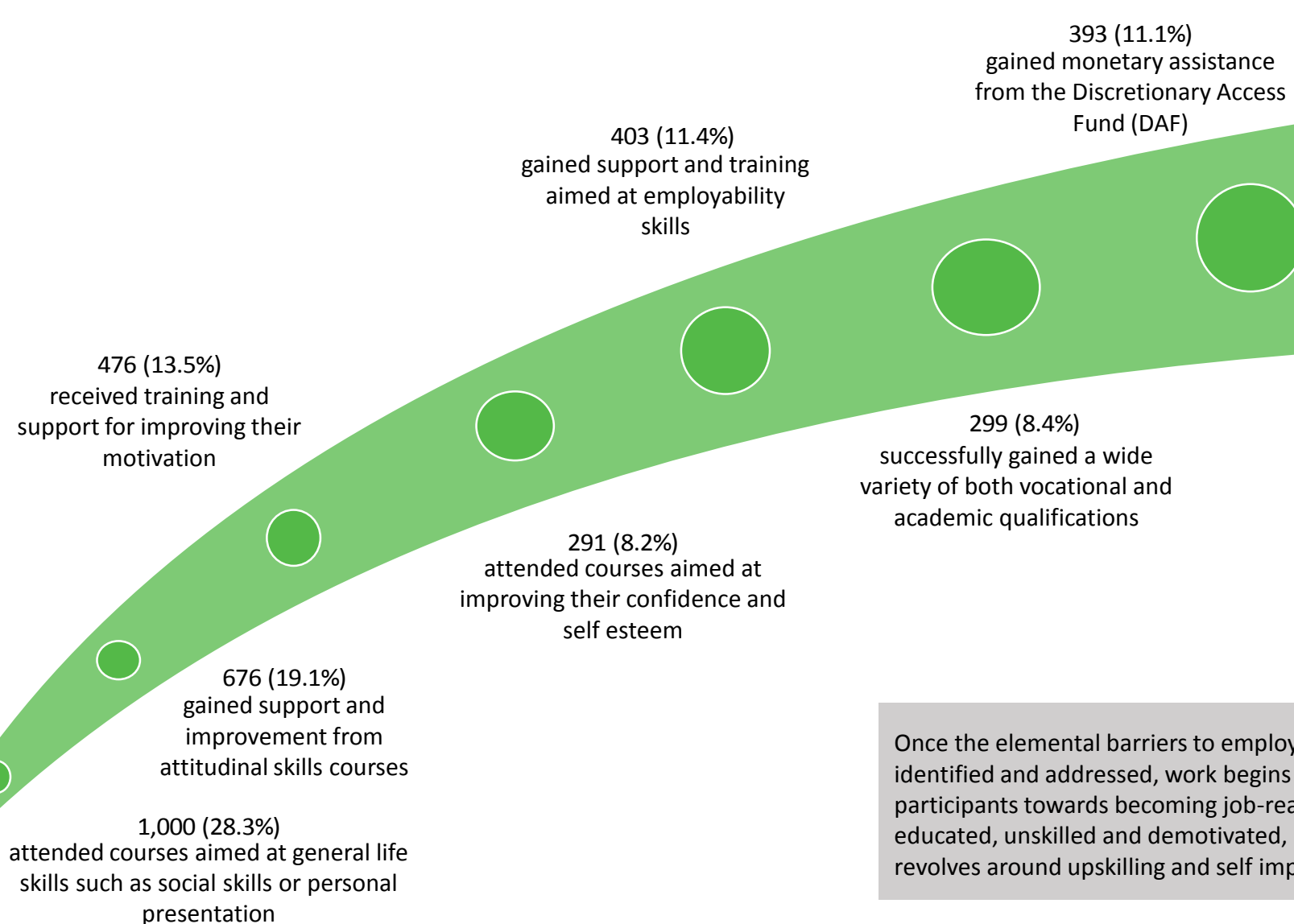
14.4%  
511  
gained a  
mentor



## 4.2 Achievements

### *Development: Skills & Self Improvement*

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Round 2: Veterans



Once the elemental barriers to employment have been identified and addressed, work begins on moving participants towards becoming job-ready. Generally poorly educated, unskilled and demotivated, most of this work revolves around upskilling and self improvement.

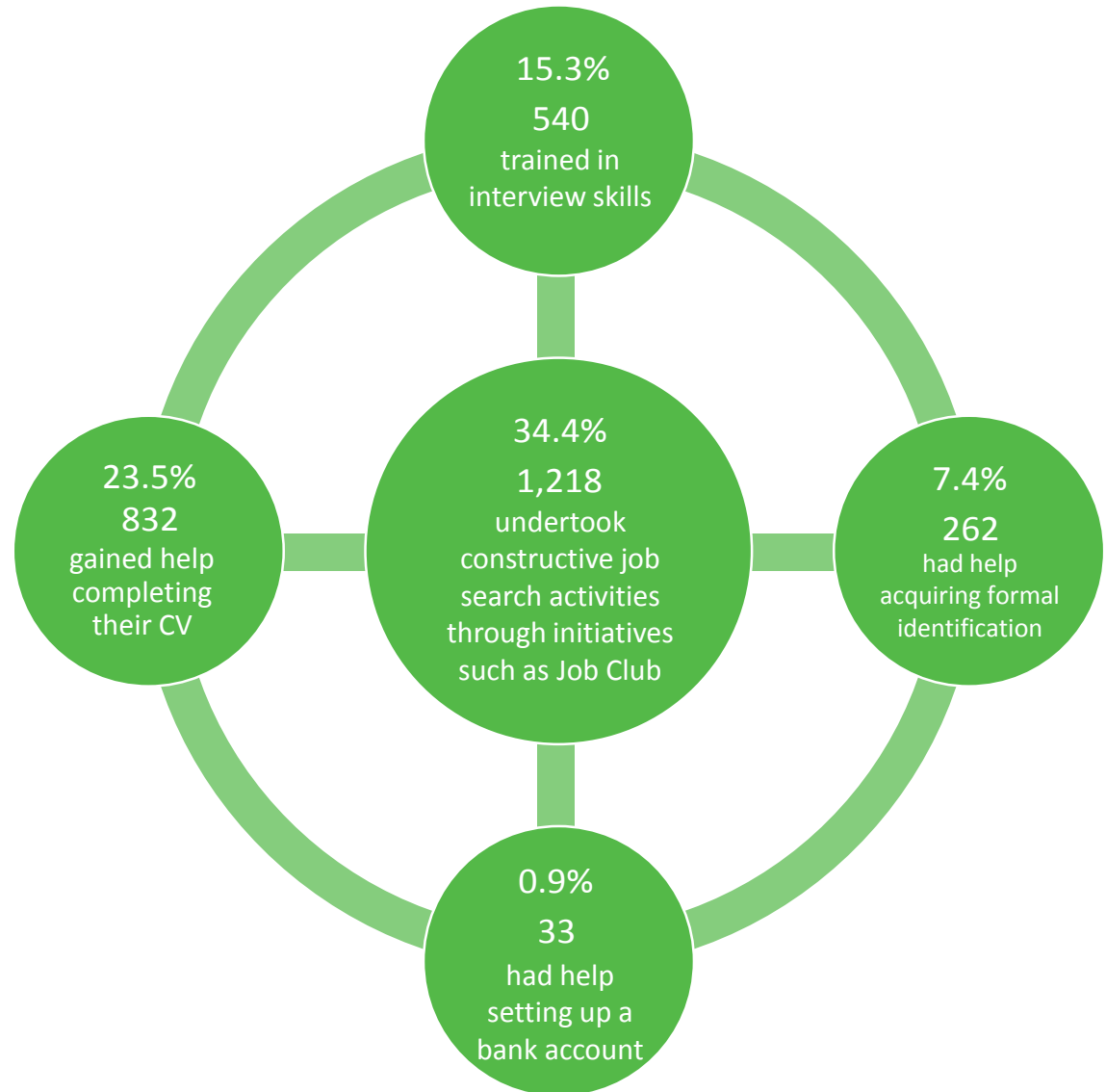
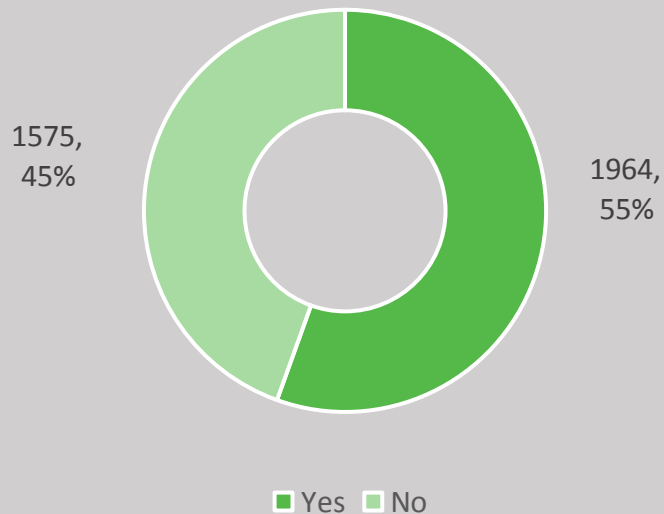
## 4.3 Achievements

### Getting Ready for Work

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After considerable progress and development, the NOMS CFO programme's participants will be able to start actively looking for work in the community. This phase also includes a range of support from help with completing application forms and CVs, to training in interview skills and interview preparation, through to assistance with setting up a bank account or gaining formal identification.

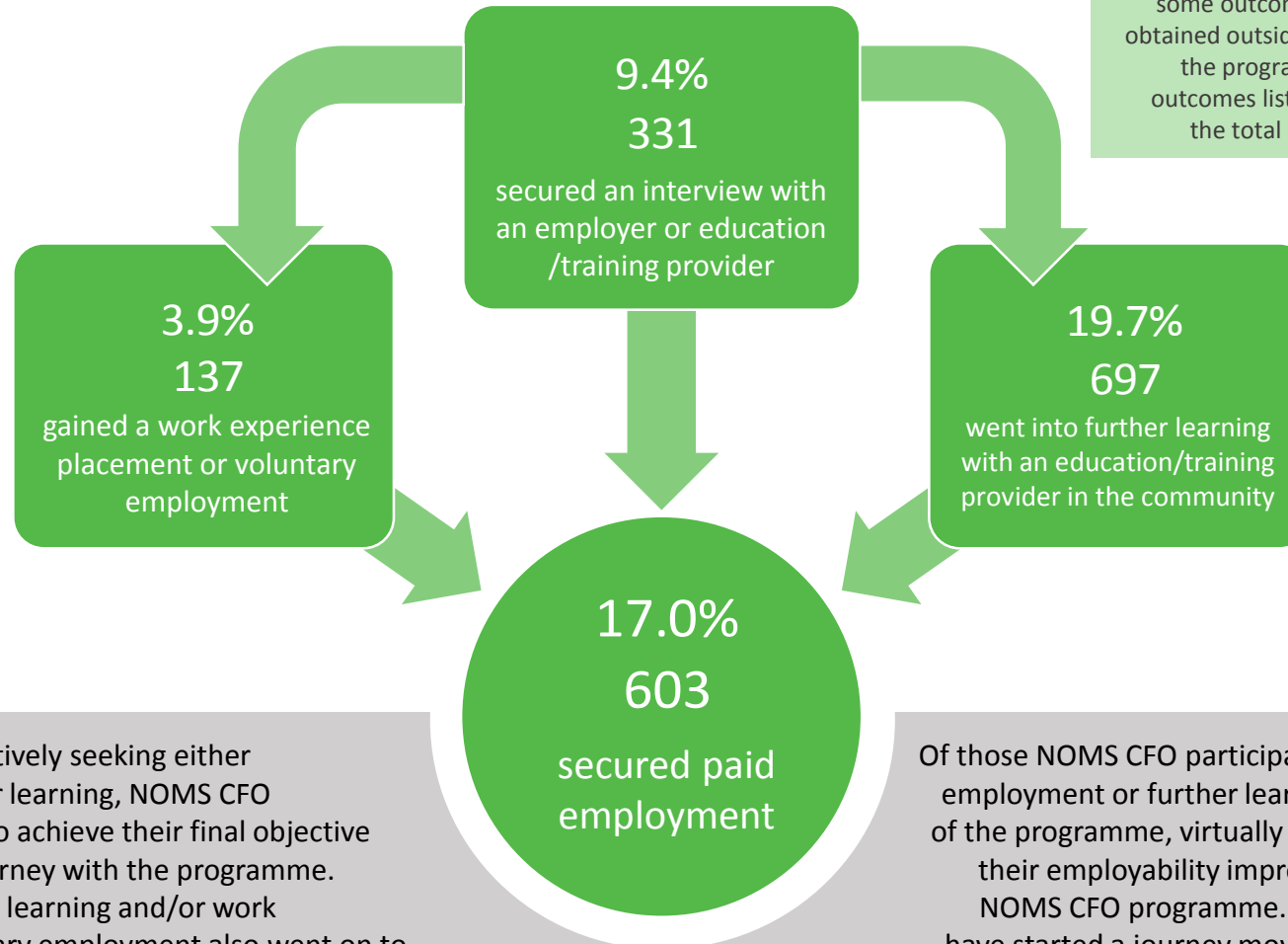
#### Demonstrating Job-Readiness



## 4.4 Achievements

### *Employment and Further Learning*

All English Regions  
Round 2: Veterans



\*As participants could move between the English regions and between custody and community, some outcomes/achievements may have been obtained outside of the location that they started the programme in. For the same reason, the outcomes listed may not be a true reflection of the total number claimed by each provider.

Once job-ready and actively seeking either employment or further learning, NOMS CFO participants will start to achieve their final objective and complete their journey with the programme. Many who gain further learning and/or work experience and voluntary employment also went on to gain paid employment including self employment.

Of those NOMS CFO participants who did not achieve employment or further learning during the life-time of the programme, virtually all of them will have had their employability improved in some way by the NOMS CFO programme. Programme participants have started a journey moving themselves closer to the labour market, social inclusion and better lives.