



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: Custody & Community

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 2nd 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

90,259 participants

Comments

This report covers all participants started in both community or custody during Round 2 of the NOMS CFO programme.

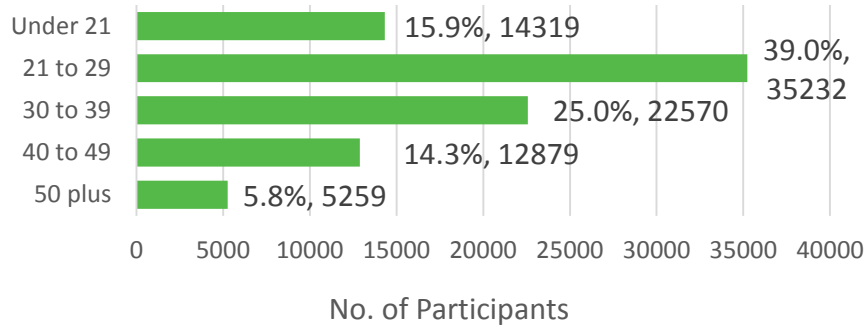
This report was compiled by the NOMS CFO Research & Statistics team. For more information on the NOMS Co-financing Organisation and its programmes, visit www.co-financing.org

Alternatively, contact CFO-Servicedesk@noms.gsi.gov.uk or call **01925 423 423**

2. Demographics

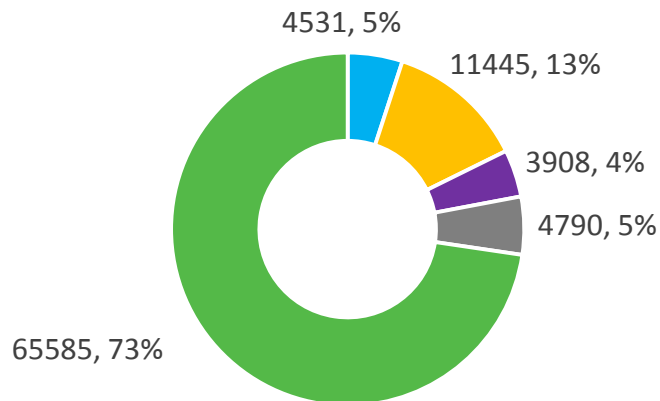
All English Regions Round 2: Custody & Community

Age

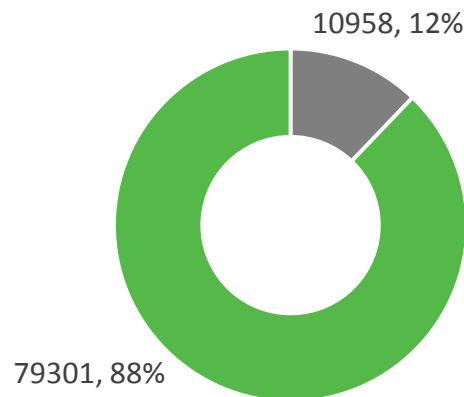


Participants on the NOMS CFO programme come from a varied demographic distribution that is largely reflective of the wider offender cohort that they come from. Due to the strict ESF eligibility criteria, there is a slightly reduced number of foreign nationals on the programme compared to the offender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

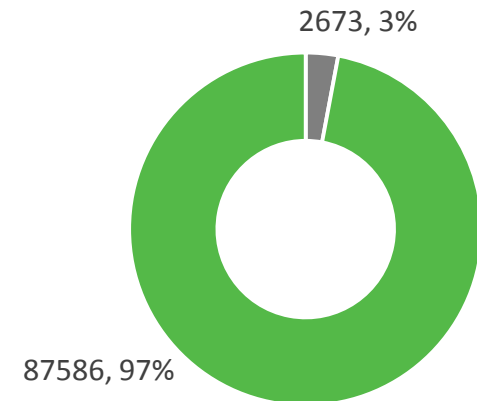
Ethnicity



Gender



Nationality



■ 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: Custody & Community

31.5%
28,441

did not have any
qualifications

42.0%
37,930

did not finish their formal
school education

55.5%
50,082

did not have a
completed CV

69.7%
62,866

did not have a current,
valid driving licence

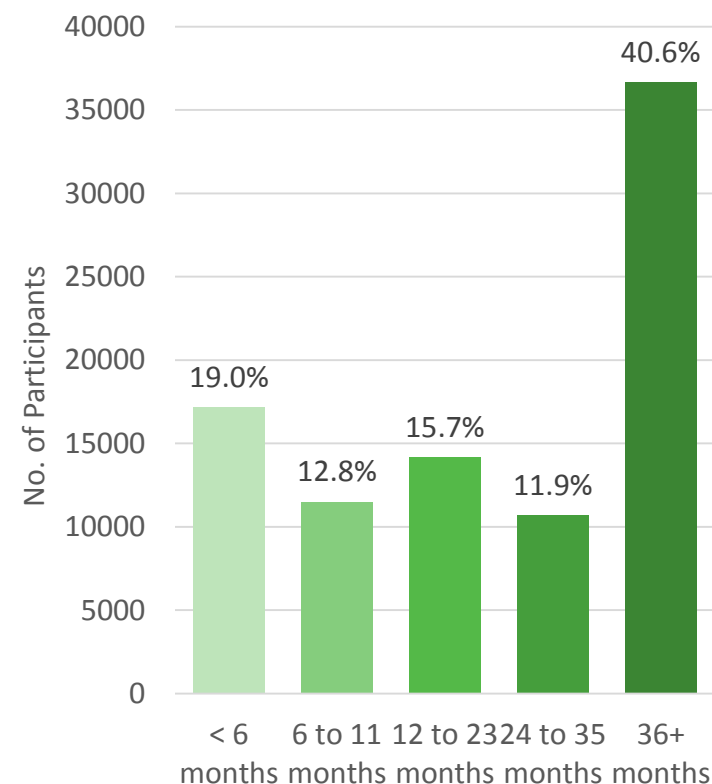
3.9%
3,539

had been a member of
the armed forces

21.1%
19,032

did not have any
computer skills

Time Spent Unemployed

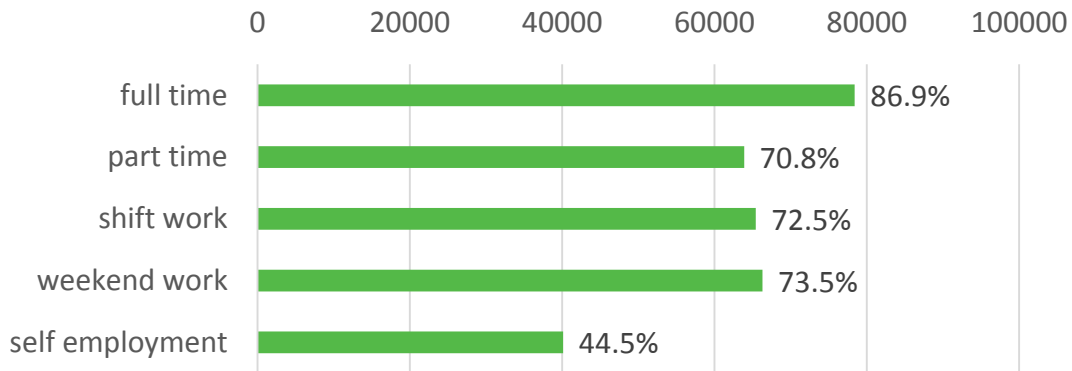


Most of the NOMS Co-financing programme's participants faced significant barriers to employment due to their general lack of education, qualifications and basic skills. All participants were unemployed or economically inactive before coming on to the programme, with a significant number having not worked 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.

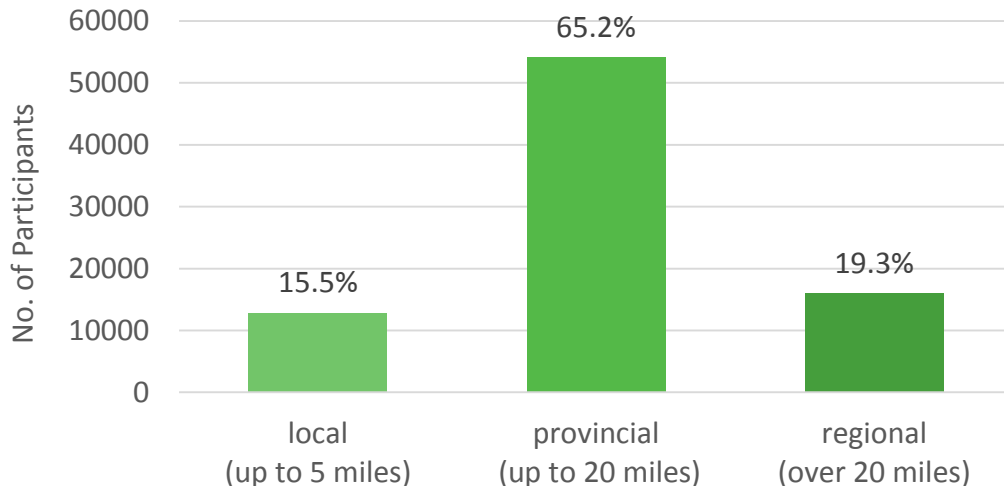
3.2 Assessed Barriers to Employment: *Attitudes & Expectations*

All English Regions
Round 2: Custody & Community

Patterns of Work Considered



Distance Prepared to Travel



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.

68.4%

61,712

did not know how to disclose their offence

92.0%

83,061

thought having a job would reduce their chance of reoffending

49.9%

45,047

did not think they had access to transport

26.2%

23,683

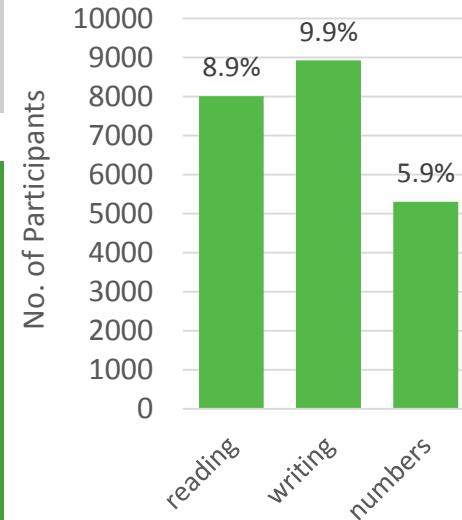
were interested in having a mentor

3.3 Assessed Barriers to Employment: *Health & Substance Misuse*

All English Regions
Round 2: Custody & Community

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.

Problems with Literacy & Numeracy



3.4%

3,088

considered themselves disabled

14.4%

13,025

had physical health issues that affected their employability

15.0%

13,534

had mental health issues that affected their employability

8.7%

7,848

required extra support for learning difficulties

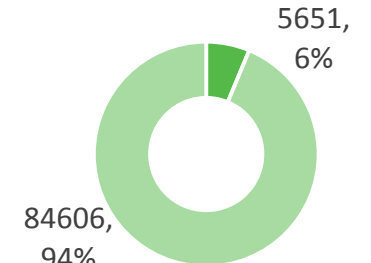
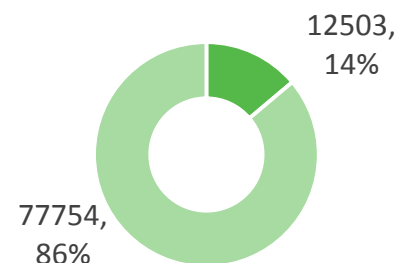
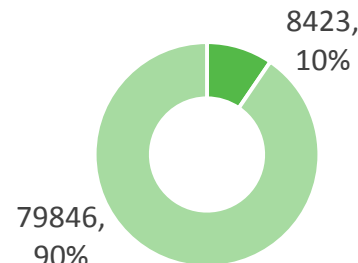
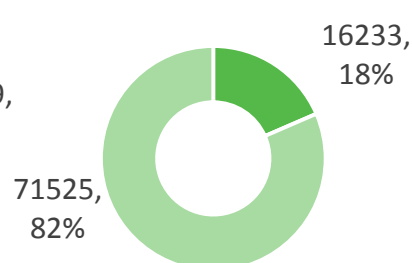
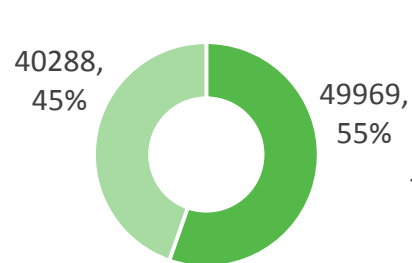
Used Illegal Drugs

Drugs Affected Work

Drugs Affected Housing

Alcohol Affected Work

Alcohol Affect Housing



■ Yes ■ No

■ Yes ■ No

■ Yes ■ No

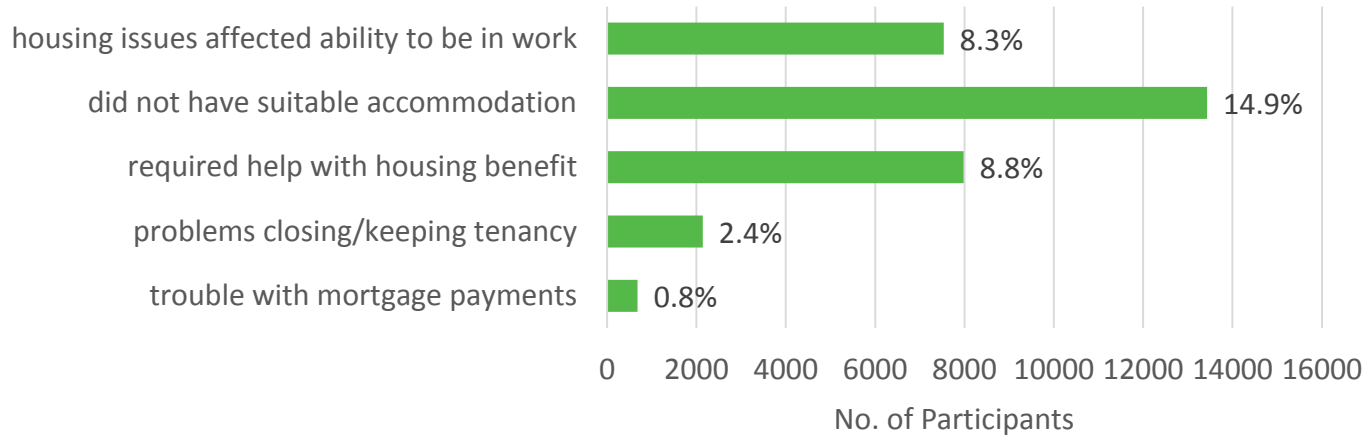
■ Yes ■ No

■ Yes ■ No

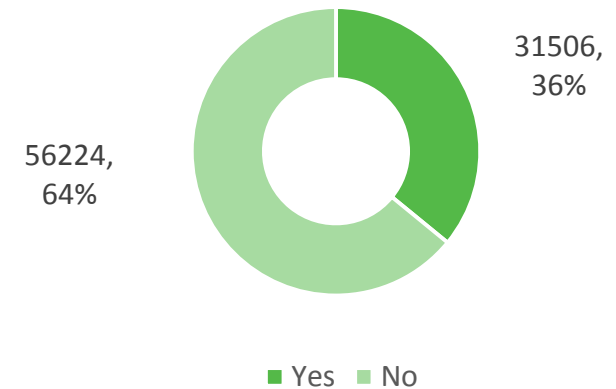
3.4 Assessed Barriers to Employment: *Money & Home*

All English Regions
Round 2: Custody & Community

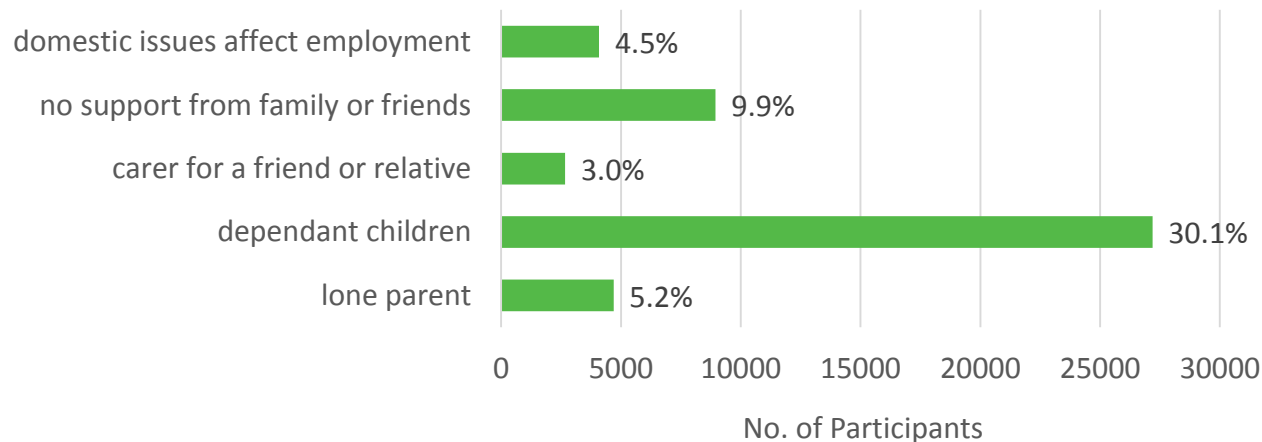
Housing Issues



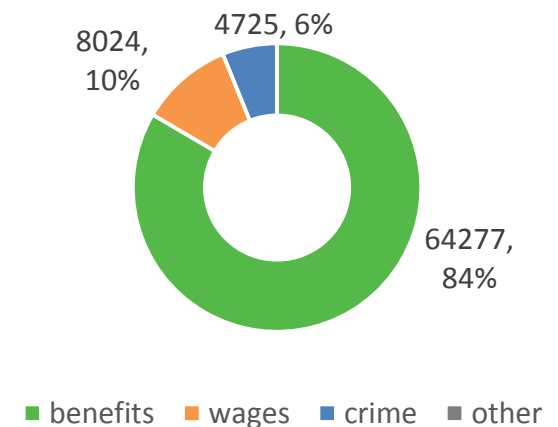
Had outstanding debts or fines



Relationship & Domestic Issues



Previous source of income



4.1 Achievements

Getting Started: Signposting & Advice

All English Regions
Round 2: Custody & Community

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.

31.6%
28,494
gained help
disclosing
their offence

0.7%
633
gained help
with their
housing

0.3%
271
gained help
with childcare

28.4%
25,648
were referred
to specialist
support

2.5%
2,219
gained health
advice

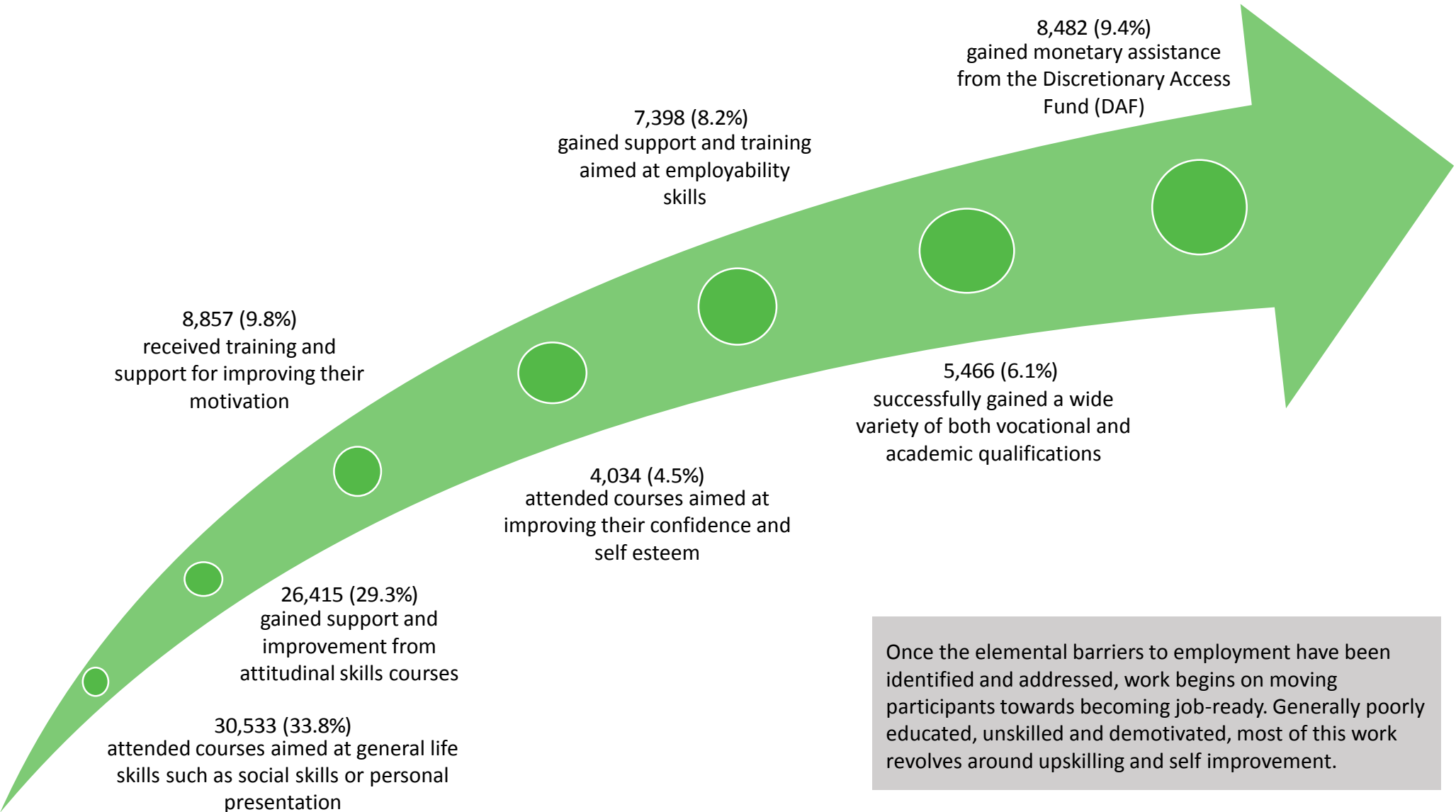
11.8%
10,639
gained help
with their
finances

12.0%
10,802
gained a
mentor

4.2 Achievements

Development: Skills & Self Improvement

All English Regions
Round 2: Custody & Community



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.

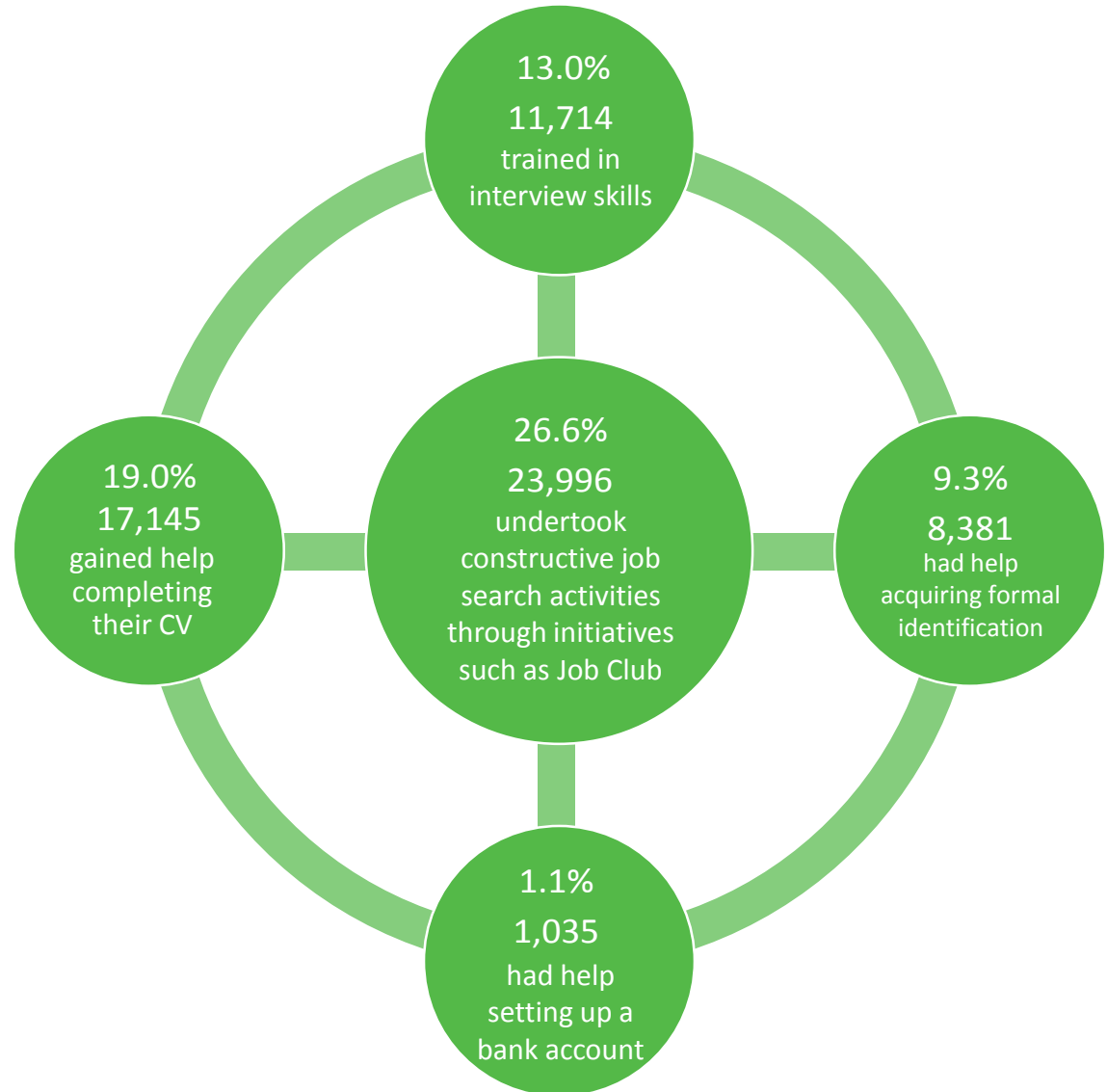
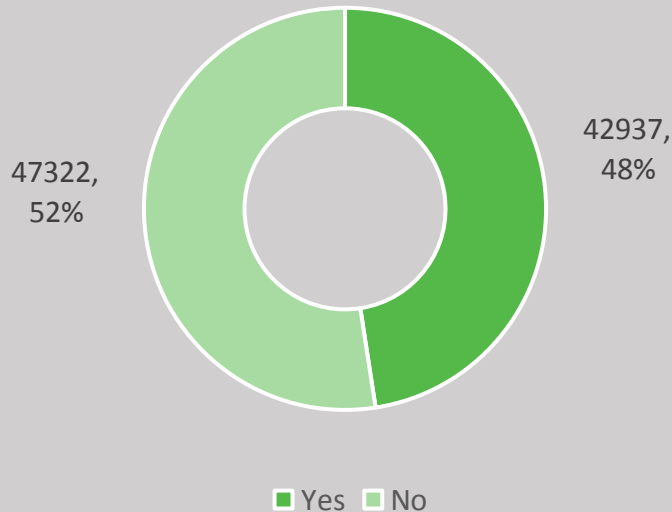
4.3 Achievements

Getting Ready for Work

All English Regions
Round 2: Custody & Community

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.

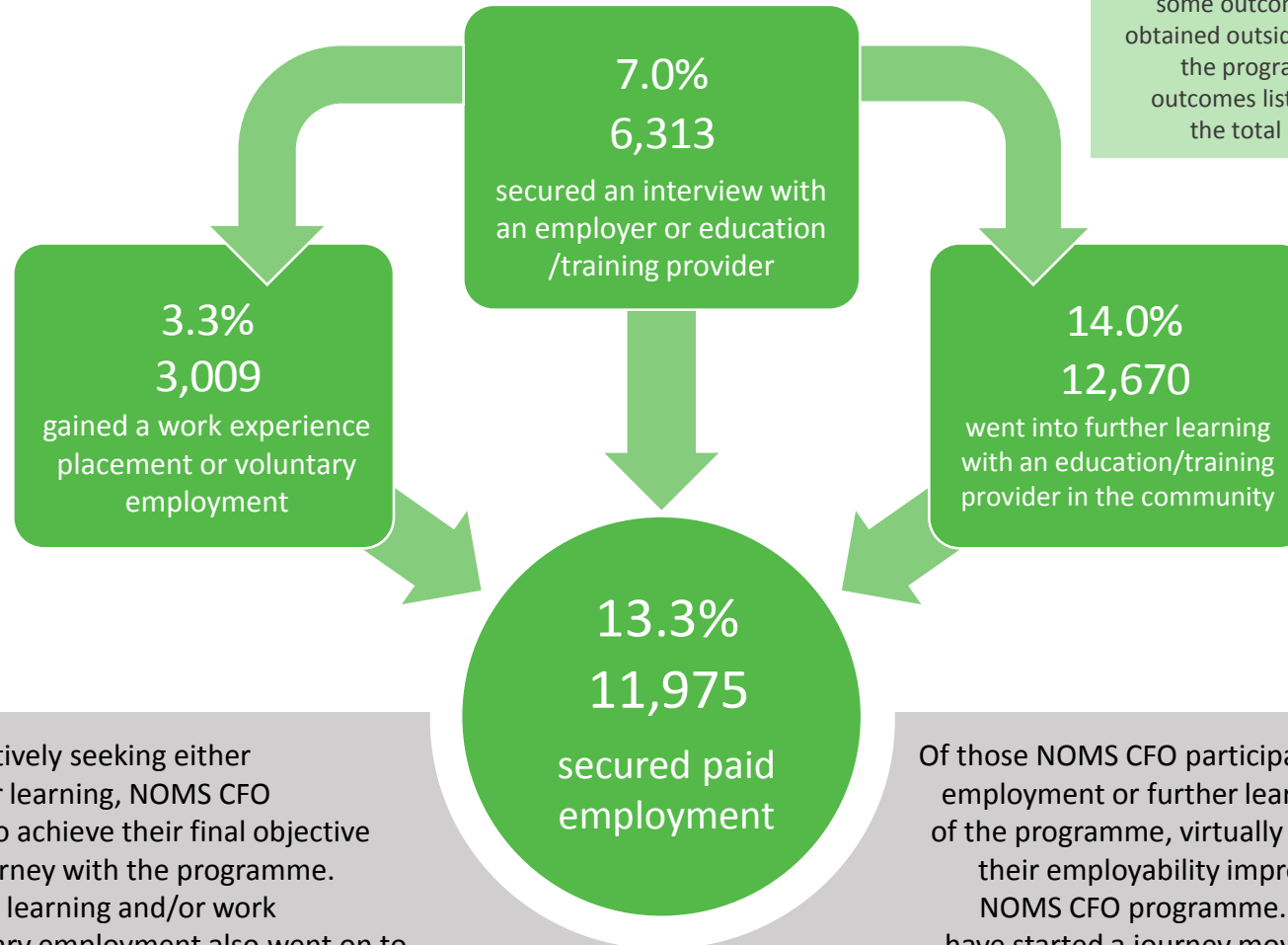
Demonstrating Job-Readiness



4.4 Achievements

Employment and Further Learning

All English Regions
Round 2: Custody & Community



*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.