

HER MAJESTY'S PRISON AND PROBATION SERVICE CO-FINANCING ORGANISATION:

A LONGITUDINAL STUDY OF HMPPS CFO OFFENDERS AND THEIR WORKING PATTERNS

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Her Majesty's Prison and Probation Service Co-Financing Organisation (HMPPS CFO) co-ordinates large scale programmes to support offenders into employment. This work is financially backed by the European Social Fund (ESF), Europe's main instrument for investing in human capital and

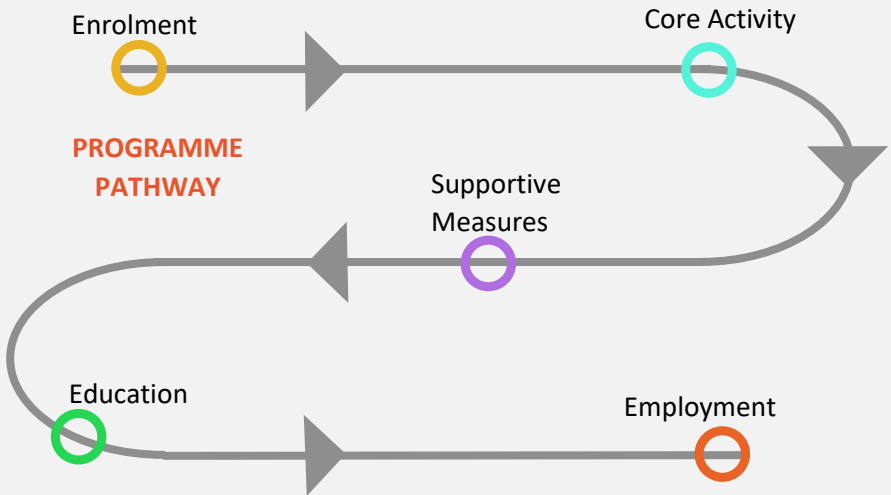
promoting equal job opportunities. The CFO is currently in its third round of funding, titled CFO3. The programme aims to cater to the individual needs of 'hard-to-reach' offenders who require support for issues ranging from addiction to housing.

OBJECTIVES

- Analyse aspects of programme pathway.
- Provide recommendations identifying benefits to employment.
- Engage with CFO and HMRC data.

SOFTWARE USED

SPSS, EXCEL, WORD, CFO CASE ASSESSMENT AND TRACKING SOFTWARE APPLICATION (CATS+)



METHODOLOGY

There were three questions I investigated, all revolving around post pathway employment. The first two of these used data exclusively from CATS+ which I received in its raw form. The other set of data was extracted from HMRC. The first step for both data sets was to clean and filter the data on Excel and then perform the initial analysis, mostly relying on pivot tables and bar charts. Both sets of data were then further investigated using SPSS, which allowed for a more in depth look at the statistical significance of findings.

KEY FINDINGS

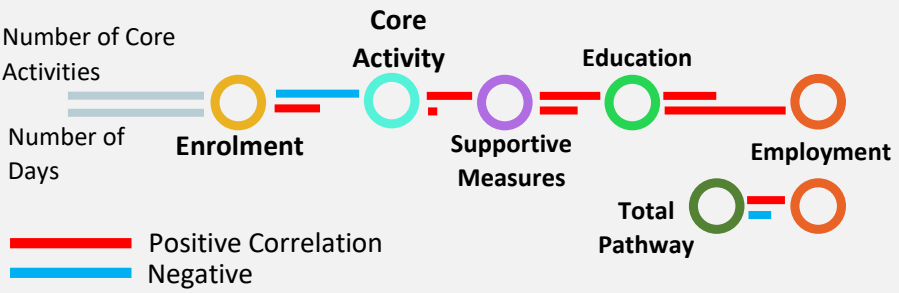
Core Activities - Designed as fundamental building blocks, these actually have the greatest impact on employment when taken throughout the pathway.

Length of Pathway - While spending longer at certain stages (e.g. education) increases the chance of gaining employment, overall, the quicker the pathway is completed the greater the likelihood of getting employed.

Attrition - Although those who reach the final stage have the greatest chance of getting employed, many still drop out before this point due to reasons such as being moved to a prison with no CFO programme.

PERSONAL ACHIEVEMENTS

- Used SPSS for the first time and became comfortable with it.
- Learned about the pathway and what CFO do.
- Got the chance to perform my own analysis on a large dataset, including data cleaning.



The longer the line the greater the correlation – the greater influence one stage has on the next